



WDD: Hinirang Na Anak Ng Inang-Lupa
THE CHOSEN SON OF THE MOTHERLAND

A prominent statesman once called WDD, a son of the soil! Verily! And this very nature is what bounds WDD to become an earnest vanguard in protecting Mother Earth! His best choice for partners is the very people whose lives depend solely on the fruits of the soil bring—the farmers! His best instrument to help the farmers is his organizational staff members, detractors and allies alike, and stakeholders from whom he gets earnest cooperation because he cares for them sincerely, inspires them consistently, and empowers them steadfastly! In a nutshell, WDD is a man of science with:

- advocacies that are primordial to individual human honor and survival;
- knowledge and skills passionately shared and in return treasured as among the best this life could have; and
- a leadership style that impacts positively the lives of people he touched, anytime and anywhere!

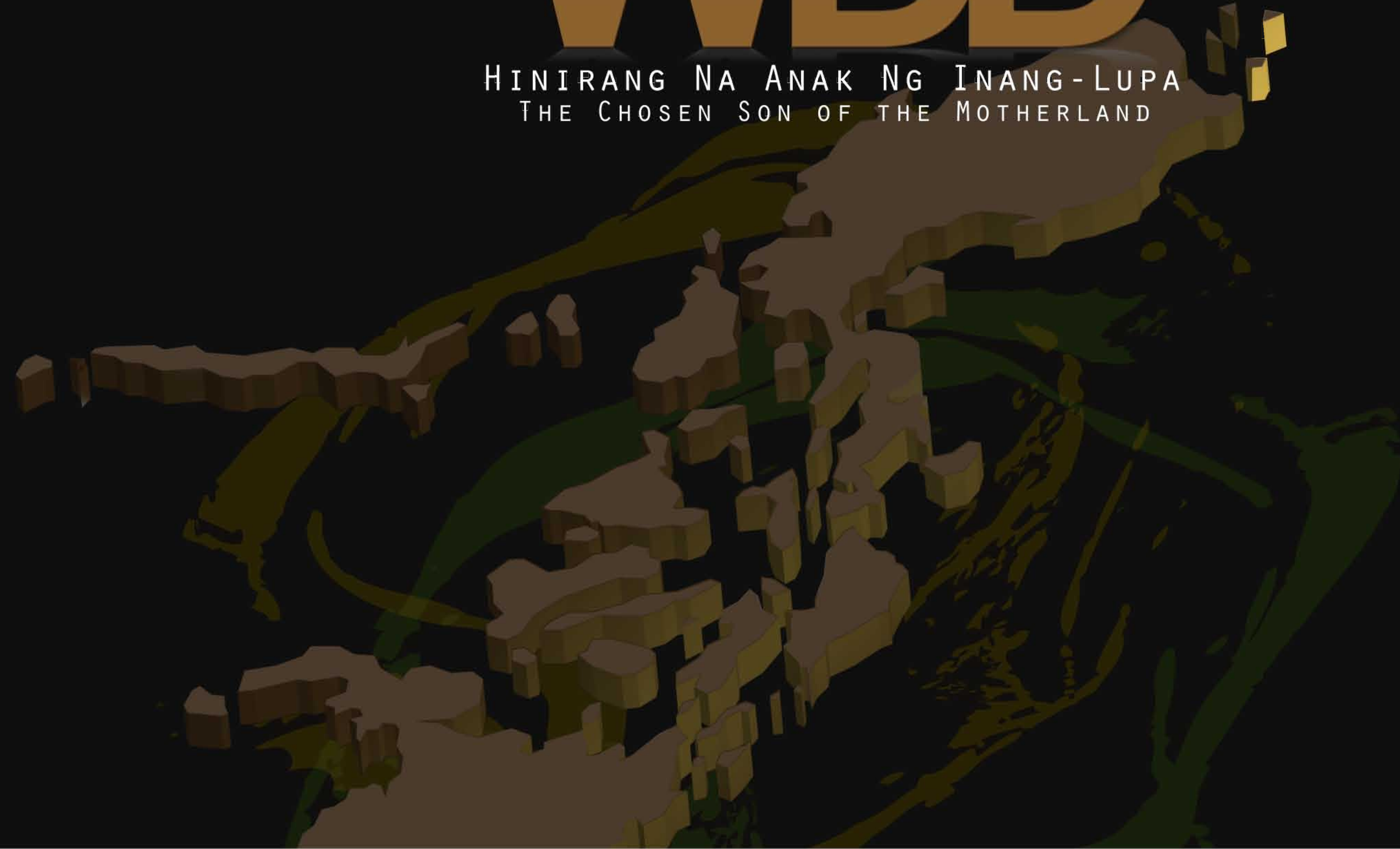
WDD

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2014

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The Chosen Son of the Motherland

A Commemorative Tribute to William D. Dar

WDD: Hinirang Na Anak Ng Inang-Lupa (The Chosen Son of the Motherland)

By Gilda Victoria B. Jacalan, Rosana P. Mula, and Grace T. Bengwayan

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— *The Editors*



FOREWORD

With my decade-old relationship that grows stronger each passing time, I am greatly honored to write the foreword to this fitting tribute to William D. Dar's leadership style through which he builds friends, partners, learning organizations, and yes, families. I believe, my predecessor, Dr. Bruno M. Santos, the first MSAC President, would agree that we both saw then in young William the promise of having in the school, the 'Man of the Hour'. Hence, what he has become at present has been partly due to the all-out support our respective incumbencies provided him.

Personally, the trust, love, and admiration we mutually nurture in all these years developed into a bond that transcends professional affiliations.

William is like a son to me; a precious jewel in my family. Like a diamond, William continues to brighten my life through all his gracious gestures, near and far.

Likewise, I believe in and agree to all the views and perceptions contained in this commemorative book. There could be no better way to bring out these amazing outpourings of deep respect, pride, and sincere gratitude for William—as a leader, a colleague, a mentor, and a friend. In all these tributes expressed in incredible instances and presented in ways interesting, light, and easy to grasp, the essence of the very qualities of William is truly captured! I am convinced that these tender and refined expressions will allow readers to learn not only what it takes to lead but also how to serve.

Lastly, to the men and women who took this charge, my sincere commendation! I wish William, great wisdom, health, and wealth to carry on fulfilling his destiny as the Chosen Son of Motherland into what it is meant to be beyond International Crops Research Institute for the Semi-Arid Tropics (ICRISAT), for the world in general, and for the Philippines in particular!

Mabubay ka, hinirang na anak ng inang-lupa!



FORTUNATO A. BATTAD

MSAC President, 1983-1985

First BSU President, January-February 1986





An aerial photograph of a town nestled in a valley. The town is densely packed with buildings, mostly with light-colored roofs. The valley floor is a mix of green fields and paved areas. In the background, there are rolling hills and mountains under a clear blue sky. The lighting suggests it might be late afternoon or early morning, with long shadows and a warm glow.

INTRODUCTION

Where it all began...

Two environments have been reflectively considered in determining some key factors that initially helped shape the person William D. Dar has become—from the homegrown boy to an international figure in the field of agricultural resources management. These avenues served as opportunities and support to develop his being, to be a part of a community where he can belong, and ultimately allow him to become: with fulfilled needs for intellectual, emotional, and spiritual happiness; wealth sufficient to function happily; recognition for who he is and what he can do and contribute; and the means to seek beyond who he is until he becomes one with all.

These fertile grounds are in La Trinidad, the capital town of Benguet, one of the six provinces of the Cordillera Administrative Region (CAR) in the northern Philippines. This small town popularly known as the “Strawberry Capital” is historically the genesis of semi-temperate fruits, vegetables, and other similar crop production in the country. Also nestled on its valley are the two environments that groomed the young William D. Dar. The first environment is a school, the Benguet State University (BSU), and the other, the Highland Agriculture Resources Research and Development Consortium (HARRDEC), a multi-agency regional group which is also based at and hosted by BSU. Both entities are government organizations.

The School. The BSU is sprawled at the heart of the La Trinidad Valley. This almost century-old school came into being during the American Period. It was then called the La Trinidad Experiment Station under the Bureau of Agriculture and it was responsible in the testing and dispersal of vegetables intended for the American consumers in the nearby city of Baguio, an American colonial hill station. In 1916, it was turned over to the Bureau of Education and La Trinidad Farm School was opened with 30 pupils in Grade V. It grew to be the pioneer in public education in the area and it accommodated learners from other towns and nearby provinces. Eventually, it became a state college in 1969 and to a state university in 1986.

Today, there are eight colleges; a graduate school; an open university; two academic institutes and two centers; eleven research and development centers (8) and institutes (3); and two satellite campuses.

With its core values of Excellence, Vibrancy, Equity, Responsiveness, Leadership, Accountability, Service, Teamwork, Ingenuity, Nobility, Greatness (EVERLASTING), the University is armoured to win and succeed in preparing its students and other clientele it is mandated to service especially the farmers that the future needs not only in CAR, in the rest of the country and in Asia, but also in the whole world.

William D. Dar entered as an Agriculture Education college student at the time when the school was a state college in 1971. Two years after, he graduated his baccalaureate and immediately pursued his masters' degree in the same field and in the same school where he was admitted as a faculty. Later, he emerged and unfolded his remarkable life as a family man and a career executive. He was a designate-Vice President for Research and Development (VPRD) and a Professor VI when a different path led him to join the national and international league of agricultural research and development administrators in 1987.

The Consortium. Another important environment that nurtured this rising leader and administrator was at HARRDEC. This consortium is based at and hosted by the BSU. It was one of the 14 regional Research and Development (R & D) consortia organized and initially supported substantially by the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD) as a mechanism for regional planning, evaluating, and sharing of resources among R & D agencies in the region to achieve the development of agriculture, aquaculture, and natural resources.

The HARRDEC started as Highland Agriculture Research Center (HARC) established in 1978 and made operational in 1979 with an initial four member-agencies: the Philippine Council for Agricultural Research (PCAR, which evolved into Philippine Council for Agriculture, Aquatic, and Natural Resources Research and Development or PCAARRD at present), the Department of Agriculture (DA) through the Bureau of Plant Industry (BPI) and Bureau of Animal Industry (BAI), the Department of Environment and Natural Resources (DENR) through the Forest Research Institute (FORI) all based in Baguio City, and the Mountain State Agricultural College or MSAC now the BSU. It has been mandated to improve agricultural productivity and enhance natural resources development in the CAR. It formally became a consortium in 1980 through the Memorandum of Agreement (MOA) among the original members with the inclusion of the National Economic Development Authority (NEDA).

The young William D. Dar served the HARC/HARRDEC as the first Center Coordinator and Consortium Director from 1978 to 1987. At that time, HARRDEC was involved in two development programs, the Highland Agricultural Development Program (HADP) with financial support from the Asian Development Bank (ADB) and the Highland Rural Development Program (HRDP), a Ford Foundation-supported initiative. These were the opportunities that demonstrated his young and outstanding leadership in the field of agricultural resource management.

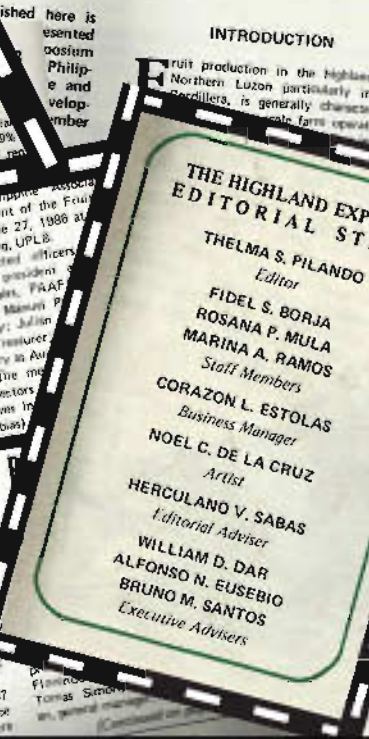
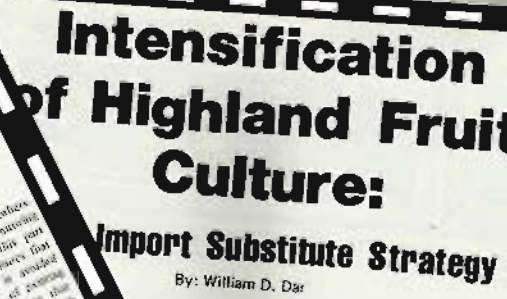
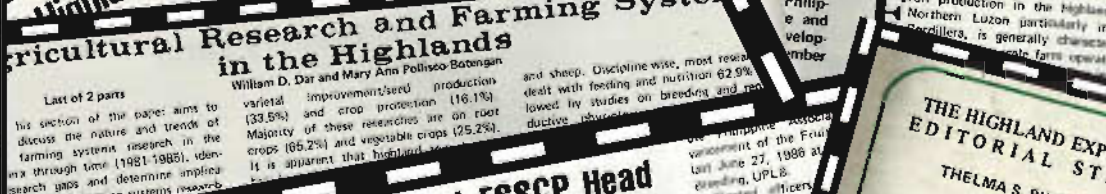
He also proved his mettle as a leader when he created a culture of excellence in the workplace. Yet he maintained the calm, kindred spirit of a wise mentor, and a kind friend. The respect he earned from his staff, colleagues, and superiors could be heard on how they would later call him, “WDD”, the adjective to his name.



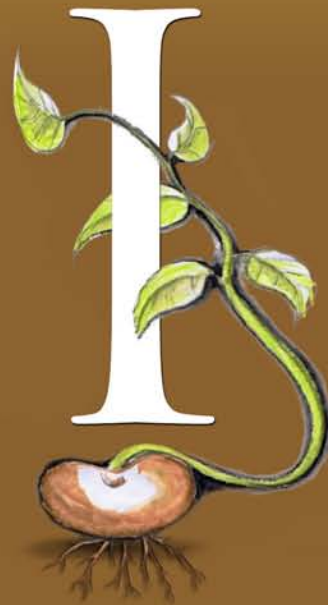
HUMBLE BEGINNINGS...







PASSIONATE LEADER,
DECISIVE ADMINISTRATOR



MAN OF VALUES

Bienvenido M. Balweg

As president of the Benguet State University (BSU) Retirees Association, I was invited to attend the 2013 BSU 27th Charter Anniversary Celebration. I was strongly attracted to attend because Dr. William D. Dar, the Director General of International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) was to grace the occasion as the Guest of Honor and the Speaker in the Opening Program on January 11, 2013.

Without hesitation, I resolved the conflict of schedules in favor of the BSU Charter program. I wanted to see the Honorable guest “for auld lang syne” and to have warm small talks with Betty and Rosana. His stint in India was also a motivation, for in my younger years, a yearning lurked in my heart to enjoy the privileged regency as Society of the Divine Word (SVD) at the time for anthropological research in the northern Gangetic region. To interview him would be just as great. His doctoral degree in horticulture he earned as scholar of Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCAARRD) at the University of the Philippines Los Baños (UPLB), depicts him well as a specialist in his line; his achievements proved his ability. But for me, there was more; he exuded a very appreciable liberal arts background. His searching mind and fondness for reading must have brought about the superb educational enrichment of his personality. A laudable proof can be glimpsed from his recently published book titled, “Feeding the Forgotten Poor”.

A Confident, Creative, and Thoughtful Leader

As an international figure, the bio-data of WDD is easily accessible in the internet. Yet, I would like here just to highlight qualities in the man as an executive officer that are of value for edification and imitation. There are three of them in particular: self-assurance, creativity, and thoughtfulness.

Dr. Dar is thoroughly self-assured in his job. He feels he is there because he knows what he is assigned to do and how to do it. This self-assurance gives him self-confidence that frees him from looking at his colleagues and subordinates as potential rivals or competitors in the profession. It is perhaps this freedom that gives him clear-sightedness in detecting people with special abilities to be put in appropriate positions or offices and the concomitant generosity to send them for further studies and training courses in accordance with programmed personnel and office development. Manpower development for him is always purposive, including the giving chance for the person to uplift his condition and those he comes across in turn.

Dr. Dar is well disposed in avoiding being embroiled in situations creating conflict of interests and this makes him creative in the performance of his job. He is not content with succeeding into position or in an office. He creates positions or offices to meet future needs and accordingly prepares needed budget in time. Examples are the Highland Agriculture and Resources Research and Development Consortium (HARRDEC) in BSU and the Bureau of Agricultural Research in the Department of Agriculture (DA-BAR). As many would agree with me, Dr. Dar's stint with a Cabinet Rank in the Department of Agriculture and at the Office of the President, Malacañan Palace, although relatively brief, was equally commendable and appreciated.

A third very laudable element in Dr. Dar's character is that once he chooses you to take charge of a work and you accept, he expects you to give your whole-hearted commitment to excel and perform to the best of your ability. No undue interference on his part. Good performance is given due recognition; poor performance is given appropriate needed remedy and encouragement to do better. No finger-pointing. But service and fulfillment of expectation is for him paramount.

In giving his message, the Speaker articulated his keen and lasting memories of co-workers in his own institution, a sign of thoughtfulness. He would mention their names and recall good deeds done. The history of BSU was at his fingertips, so to speak. He pinpointed priority directions the University can take and enumerated ways and means how to excel to win in a globalized environment.

The challenge Dr. Dar posed to BSU now with a number of "windows of opportunity" is to prepare the kind of students and farmers that the future needs not only in the Cordillera region, in the rest of the country, and in Asia, but also in the whole world. He hoped to see the University launch a new age, compete, and win in a globalized world.

* * *

Prof. Bienvenido M. Balweg used to be the Director of Publications and Media Services of Benguet State University. After retirement, he continues doing what he loves most—writing and enjoying it freelance.



*"Long live Dr. Dar, for the
Cordilleras, for the Philippines!"*

THE ‘WALK TALL’: A PILLAR OF SUPPORT & ENCOURAGEMENT

Nancy A. Bantog

The Pivotal Year

1987—the year I first saw at an arm’s length, Dr. William D. Dar, the Director of Highland Agriculture and Resources Research and Development Consortium (HARRDEC). He was dubbed “walk tall” by some HARRDEC staff that aptly describes his lean figure when walking. They could not have said it any better! That year, I was “hand-picked” by one of HARRDEC’s senior staff, Mrs. Klondy T. Dagupen, my first immediate mentor. She had me filled my job application specific for the project “Highland Rural Development Program (HRDP)” – a Ford Foundation-funded program – under the auspices of Dr. Dar.

The Litmus Paper

Immediately, I was summoned for interview. Dr. Dar’s first question to me was, “Can you work in the remote villages?” Wow! It was positively easy to consider since I am from the rural areas. Second question, “Can you walk miles and hike on mountain ranges?” Again, quite easy! My Cordilleran legs are a sure give away! Then, “Can you implement on-farm researches in areas with our armed brethren around (referring to the members of the New People’s Army)?” At that time, the answer at the tip of my tongue was both yes and no. Yes, for doing research and no, for the other condition.

Nevertheless I said, “Yes!” Well, WDD ended his interview with a challenge and throughout my two-year work at HARRDEC, he threw challenges one after another.

The Enhancement for Advancement

I have realized later that WDD is that kind of leader-supervisor who enables his staff to always put one foot ahead of the other, avoiding complacency.

My “baptism” came a month after I was taken in April. WDD asked me to present my undergraduate thesis in the May 1987 Federation of Crop Sciences Societies of the Philippines convention. He was there during the dry run sessions where he discussed his observations meant for our improvement. Further, he saw to it that he was present during my presentation in the conference as he did in the presentation of his other staff, not as critic but as HARRDEC’s pillar for support and encouragement.

Another heartwarming challenge was when he, as the major author, requested me as the co-author to present his paper, “Village Research Mobilization Approach” during the Third Bureau of Agriculture Research (BAR) National Conference. This may sound insignificant since seasoned researcher or employee can do these things in handy, but not for me at that time. Lessons learned: empowerment of and trust in your staff.

As one who knew too well the importance of career advancement, WDD encouraged his staff to pursue their graduate studies. It was then with HRDP-HARRDEC when the desire for advance education was conceived. The office provided me the initial impetus to start my Master’s degree with one semester-scholarship. Indeed, his advice was an eye-opener for me as I have no appreciation at that time for graduate studies.

Despite the very short two-year period working with WDD, I benefited significantly from his mentoring and coaching skills, and other similar concerns for the professional development of his staff. Personally, I was provided with the rare privilege to attend four national conferences both as participant and paper presenter. This engagement started my career advancement; and in the process gained self-esteem necessary in the succeeding chapters of my career/job.

Service before Leadership

I hold WDD with my highest regard as a down-to-earth person. He is a boss but with a servant spirit as well! Imagine, Luis Lacanaria and I ‘made’ him the driver from La Trinidad to Manila en route to our conference in Tacloban City. Between tiresome driving and comfort as passenger, WDD sacrificed the latter in the name of service and work, in that order. Arriving late in the afternoon at BAR that day, he still worked and we waited for him until ten o’clock in the evening.

In 1989, we parted ways. WDD, serving full-time as DA-BAR Director; I transferred to the regional field office of the Department of Agriculture in the Cordillera (DA-CAR).

“WDD is that kind of leader-supervisor who enables his staff to always put one foot ahead of the other, avoiding complacency...”

*God Bless you and your family,
Sir!”*

It is with delight and fondness reminiscing HARRDEC days—where my beginnings were guided graciously by WDD, the kind senior staff, and contemporaries as well. Truly, a start that could have not been perfect! It is this opportune time that I would like again to express my profound gratitude to WDD, my first boss and mentor.

Over the years and in every milestone, he serves the farmers, colleagues, and friends... the ‘Walk Tall’ has become ‘taller and taller’.

* * *

Nancy A. Bantog is a Senior Science Research Specialist at the regional office of the Department of Science and Technology in the Cordillera region.



EXCELLENCE, HIS WAY OF LIFE

Joselito V. Cobarrubias

The name of William Dollente Dar or WDD is synonymous to excellence. This is so because he always believed in striving for the best. He has imbibed excellence as a way of life.

I first came to know WDD as an instructor of Industrial Arts at Baguio City High School (BCHS) when I was a sophomore in 1975. Six years after, I had the opportunity to meet him once again in one of his routine visits at the Bureau of Plant Industry at Guisad where I worked for a year in 1981.

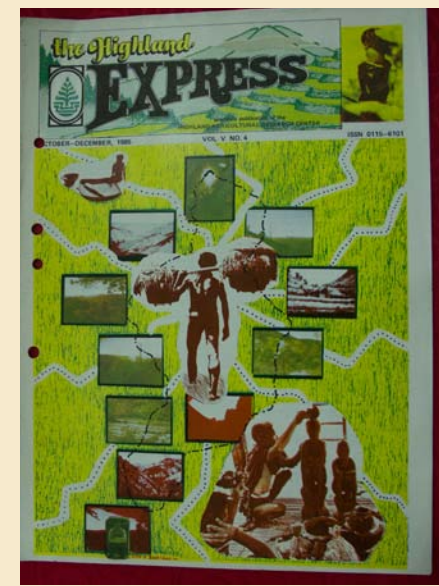
Having seen my name as one of the writer-contributors of the official Bureau of Plant Industry Newsletter, WDD asked me if it would interest me to join the Mountain State Agricultural College (now Benguet State University). Without hesitation, I immediately grabbed the opportunity and blurted out excitedly: “Yes, Sir, thank you”.

The Five-Year Stint

So, in 1982, I transferred to Highland Agriculture Research Center or HARC (now Highland Agriculture and Resources Research and Development Consortium or HARRDEC). My first assignment as a communications staff member was to work with a team under the Regional Agricultural Information Network (RAIN), one of the major programs of the Center.

Specifically, the task was to revise the HARC and Mountain State Agricultural College (MSAC) story initially started by Ms. Thelma Pilando and Mr. Herculano Sabas. Together with Thelma, I started assembling and packaging the HARC-MSAC Story in a worthwhile slide presentation.

More instances for growth took place. Over the years, WDD gave me the opportunity to produce the HARC Farm Tips as a weekly radio program aired over Radyo ng Bayan DZEQ 999 kHz. The program was intended to share some tips on farming with highland vegetable growers, the scripts of which were dissected from the HARC Farm tips composed with Mrs. Grace Bengwayan and other staff members. I was also given the chance to be the Editor of The Highland Express, the official newsletter of the Center and was able to come up with at least three issues.





From 1982-1987, I remembered WDD pushing us to do our jobs right from the very start! Our journey towards doing our jobs right from the very start implies that we had to exercise full responsibility and commitment in carrying out our specific tasks. Truly enough, the work we had accomplished during which oftentimes resulted with a feeling of achievement in performing well!

From WDD's point of view of management style, responsibility and commitment meant a pledge to perform with all your mind and heart. With this definition, the initial step we took was to develop a positive work attitude. Though it was also evident that he desires nothing less than perfect output, he's also humane. There were times when it was impossible to meet deadlines. He can know and understand. At such times, we can only admire him. But deep inside, the resolve to try harder was constant. As a team, failures made us strive to learn the hard way and push ourselves to do better. After all, WDD had always emphasized that we should never let failures get in the way to growth and excellence.

Increase knowledge! Hone skills! Interact! Cooperate! Build and strengthen unity! These are the unwritten and unspoken elements observed in the working environment WDD nurtured for all his office staff members. He provided and supported every step taken along these initiatives willingly and unselfishly. Our attendance to seminar-workshops, symposia, training courses, and conferences were planned and carried out with due support.

Our commitment also demanded to share our ability to assist and support one another. The enthusiasm and interest we projected towards our work were observed by other offices around us as we heard comments and remarks like "your outputs do reflect and indicate how diligent and dedicated you all are". We could only point in the direction of the Leader as the prime mover.

With these vital ingredients of how to work well in mind, Dr. William D. Dar's working style became an integral part in my work life.

All the learning moments that came my way while working with WDD under his incumbency were used productively, happily, and remarkably memorable! What I did and applied in other offices after I left HARRDEC came from that office, a fertile ground to grow and optimize potentials. The discipline, dedication, commitment, and excellence WDD instilled in me as core values to observe in workplace served as my maintenance-pills when I joined the Baguio-based Texas Instruments Incorporated from 1987 to 1995 and Pilipino Cable Corporation from 1995 to 2013, where I retired.

The Gratitude and the Wish

Through this simple composition, I and my family cannot thank you, Sir enough for what and how I had become because of your examples of work habit and values. To you, Sir William D. Dar, our ninong-sa-kasal (Wedding Godfather/Sponsor) when Ms. Eva Costales and I tied the knot one fine day on December 18, 1983), I owe my work ethics!

* * *

Joselito V. Cobarrubias is a Communications Specialist, who, although retired, is not tired to render his services along his line of his specialization whenever needed.



“May God always bless you and your family with his love and peace. May there also be another place for you after ICRISAT to continue serving mankind and improving lives in the process.”

“I WILL ALWAYS HAVE TIME FOR THAT...”

Robert L. Domoguen



Not so long ago, I cheerfully requested Dr. William D. Dar if he could find the time to send me a cap similar to the one I saw him wearing in an inspection tour of projects at the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) headquarters in Hyderabad, India.

The Indulgence

In a week's time, the yellow ICRISAT cap came with a T-shirt plus another cap for my friend Charles Picpican of the CHARM 2 Project. The kind gesture speaks volumes if you ask me. It speaks both of a personal and professional relationship as fresh as now and as old as when he gave me a fresh leash on life back in 1984. I was a young man then, defeated in most fronts and having the least of care in life, so I thought. Back then, I had a worn-out pair of sneakers and slacks from college days and some shirts I wore alternately day and night. Under the circumstances, I was desperate to earn my keep.

In Retrospect

“I have time for that,” Dr. Dar said when I went to visit him, for an unscheduled interview in his office. That was past one year after I graduated from college. It was rather careless on my part as I think about that fateful visit and interview with him now. He could have dismissed me then. Still, I treasured his response and how he accepted and entertained my request in spite of my looks.

Before this incident, I had been searching for work for about a year without luck. I sent several application letters to government agencies in Baguio City and nearby provinces. The letter was prepared for me by the grand old man Gayagay (Atty. Alfredo Lamen) when I visited him in his house in Trancoville with my father. Old man Gayagay is a distant cousin of my grandmother and his sister Petra was married to another kin, Anthony Todyog, an uncle who was both related to my parents.

It was years later while working at the Philippine National Volunteer Service Coordinating Agency (PNVSCA) that I learned why my application letter was not entertained by those who were meant to read it. I told his brother John Lamén, then PNVSCA Administrative Officer, about my application letter written by his brother Alfredo. I complained that nobody cared to respond to the letter or that it was easily filed or that the request for interview turned down.

Uncle John had a great laugh and added: “You tell me he typed it with his name as the only reference person?” he asked. Yes, I said. “And I bet you did not really read the letter,” he added. I did not, “it was prepared by the great man Gayagay, but what do I know?” I responded. Uncle John continued, blurting out a long hearty laugh. “Old Gayagay had a way of making an unassuming kinsman desperate enough. You could have been smarter, younger as you are than him. He does not type his recommendations. He handwrites them or calls those the application letter was addressed to!

At the time I went to see Dr. Dar, he was not only Coordinator of the Highland Agricultural Research Center (HARC) but was also Head of the Mountain State Agricultural College (MSAC) Research and Development Division Office. Later, MSAC became Benguet State University and Dr. Dar became Vice-President for Research and Development (VPRD). Prior to this interview, which actually turned out to be a direct briefing about what I was being hired for, I was well informed that seeing Dr. Dar for a job interview was rarely done. Knowledgeable people I consulted would say that he does not have the time for this kind of work. He was the President’s busiest guy. Everybody knew Mr. Fidel Borja does the screening of job applicants and interviewing them in Dr. Dar’s behalf. Well, not really. In my experience, Dr. Dar is involved in the hiring of the people he works with.

I actually gave Dr. Dar my application letter, this time, written in my own words. After reading the letter, he dutifully asked me to submit the same to Mr. Borja. That was before I went to see Dr. Dar and request from him an interview if he has time for it. “I always have the time for that,” he said. We parted ways with the instruction for me to see him Monday morning “the following week.”

I endeavor to highlight that quote, “I will always have time for that...” Coming from Dr. Dar himself, it meant a lot. He made time and I think, it made all the difference for the kind of service he expected and delivered by his subordinates. It made all the difference why I valued his leadership, mentoring, and experiences with him.

Working with him constituted a large part of my education as a government employee. He honed my knowledge on rural development and writing ability. Otherwise, old man Gayagay was right. “You spent more than four years in college and remain so unassuming with your life. How could you be of good use to government?”

HARC: The Rearing Field

I worked at the HARC with a mix of neophytes and professional development experts. We were always challenged but never made insecure about our work or our future as public servants. We were constantly challenged to give our best. We thrived in an environment where we always had time for each other and more.

I was among the neophytes at HARC who needed much guidance and training. Dr. Dar tapped my services in civic undertakings that indirectly enhanced the HARC's standing with the community. When he became President of the La Trinidad Lions Club, he sponsored my membership into this elite group and made me Club Secretary. It was his way of enhancing and sustaining my presence and growing up with the group. While I was at the HARC, Dr. Dar also prodded me to take the Civil Service Professional and the Teachers Board Examinations. I passed both examinations on our first year together.

The Enticement

When a senior officer of the PNVSCA, then directly under the Office of the President, visited the HARC, he invited me to work with them in Manila. The promise of travelling around the country enticed me to accept the offer. I have all the required qualifications, including experience to take on this new offer. Dr. Dar approved the transfer but made sure that my dismissal from HARC would be effective after a month trial with PNVSCA. "Find out if the work and the environment suits you and then inform us. Otherwise, you can always come back," he said.

The Reunion

I did not return but we soon reunited at the Bureau of Agricultural Research (BAR), Diliman, Quezon City in 1987, a bureau Dr. Dar was tasked to create under the Department of Agriculture (DA). At BAR, his leadership and caring ways of managing people and rural development found greater and wider expressions. Founded at the right time by the right guy, BAR stands the test of time bearing Dr. Dar's signature "of always having time."

It was at BAR where I realized the deeper meaning of Dr. Dar's "having time" to mean service that promotes well-being. As much as possible, we must do our work on official time. He always brought across how he uses his time with us - one must not be sacrificed for the other. You don't find him drowsy during the day because he uses his sleeping time for sleep. A staff member's well-being is dependent on managing time well for family, work, subordinates, friends, the agency's constituents, and for oneself.

On several occasions, he found my argument of lack of time for not pursuing higher studies unacceptable. At that time, he instituted an agency scholarship including time schedules to finish higher studies. The BAR staff are not doing well unless they have time for those that matter most in life. It was a standard, a balancing maxim many of us fail to measure up to, one way or the other.

My Filial Obligation

I left the BAR six months after I got married to my wife Marion in 1990. I figured that raising a family in Metro Manila was not a good option, so I transferred to the regional office of the DA in the Cordillera Administrative Region.

The Sowing Field of Service: From the National to Global

Soon Dr. Dar became Executive Director of Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD).

Dr. Dar was a young man in hurry with destiny. After serving the PCARRD with his characteristic excellent ways, he was asked to serve as Secretary of the Department of Agriculture. In the ceremony commemorating the turn-over of responsibilities, Dr. Patricio S. Faylon, who succeeded Dr. Dar as PCARRD Executive Director, said that it will always be a challenge to measure up to Dr. Dar's standards and accomplishments at PCARRD.

Dr. Dar served as Secretary of Agriculture, a position he held for one year, before he was designated Presidential Adviser for Rural Development during the term of President Joseph Estrada. He moved to Hyderabad, India to become Director General of ICRISAT in 2000. Just a few years after assuming his new post, Dr. Dar transformed ICRISAT as one of the top performing Consultative Group on International Agricultural Research (CGIAR) institutions charged to secure food for the future and whose mandates are carried out by 15 member-research centers in collaboration with hundreds of international partner organizations (www.cgiar.org). ICRISAT today is widely known with its two regional hubs and four country offices in Sub-Saharan Africa.

One Distinct Reaping Time

During the ceremonies for the MS Swaminathan Award for Leadership in Agriculture for the year 2013, Dr. Dar's transformational leadership was best captured by Dr. MS Swaminathan himself, when he said in his message, "I am particularly happy that the award this year is going to Dr. William D. Dar, Director General of ICRISAT. Dr. Dar is a pioneer in imparting a human face to scientific

“Thank you, Apo William D. Dar! You are a genius, not only in your field of work but also in your brand of humanitarian relations and services to a world in great need of men like you!”

research and economic development. What we need is the kind of leadership that Dr. Dar is providing to ensure that science serves the cause of sustainable food security as well as human wellbeing and happiness.” The award was given by the Trust for Advancement of Agricultural Sciences and has recognized the work of outstanding scientists as one of the methods of advancing the cause of scientific excellence and social relevance in agricultural research.

The award given to Dr. Dar is among the hundreds that “recognized his multidimensional and distinguished contributions for being an eminent educationist, agriculturist, scientist, administrator, and above all a fine humanitarian,” the ICRISAT reported. I agree. It brings memories from other colleagues in the Philippines, from the lowly and the great, about the times they spent with him. Whether one wanted his opinion, a favor, and on occasions, a surprised visit to a friend or subordinate, he had always “time for that.”

The WDD’s Academy: The Ultimate Sowing Field

I realized late the value of Dr. Dar’s persistent advice for me to pursue higher education. I failed him on this aspect. I never liked attending classes since high school and finishing a day in school was a struggle. Needless to say, the times I spent with him as a subordinate is for me a higher education in itself! It left me with lots of models to experiment on, experience, and continue learning. It was a free course given in friendship and respect for the integrity of any man or woman, especially for the weak and small. And this course is what the WDD’s Academy offer. The only cost involved from both the learner and the teacher is ZEST! Whoever said that the best things in life are free and beyond value was a genius. I attest, this is one of them!

* * *

Robert L. Domoguen is the Regional Information Officer of the regional field office of the Department of Agriculture in the Cordillera region.



INITIATOR OF A WIN-WIN SOLUTION

Corazon L. Estolas

My life experiences outside home are vast and varied—from schools to work places, from church to movie theatres, from out in the world at large. But one place under one remarkably wonderful man, while at that accounting table at Highland Agriculture Research Center or HARC (now the Highland Agriculture and Resources Research and Development Consortium or HARRDEC), guided and helped me into becoming the best bookkeeper that I can be.

I did not hesitate to say “yes” when this tribute initiative was mentioned to me online. And so the first chance I had to visit my home country Philippines (in 2003, we have immigrated to Canada, where we are now citizens), I searched for the office where I can have some tips on how to start my essay.

And as I started the joyful trod down memory lane, vivid at that cozy workplace called HARC/HARRDEC are moments unfolded right before my eyes as if reeled in by some unseen hands from somewhere. It felt like starting something instead of marking the past. The strong bond formed during those times paves way for a whole lot of happiness to feel again at that very moment and a stronger union is created for the future.

The Unspoken and Unwritten Rule

At the Office, WDD created an atmosphere conducive to work productively. “Work while you work and play while you play, had been the rule, unuttered, unwritten.” I have noticed guys “work” diligently but never “play” was counterproductive. If there is all work and no play, then productivity suffers most likely overtime. I saw in WDD how he managed to maintain a work-play balance in the organization; and how he did it to create a win-win situation. Picnics, fellowships, and some forms of lighter moments of interactions were integral part of the annual activities in the Office.

“May the almighty God continue to guide you, Sir Dar to touch people to be better and more service-oriented for a better world to live in.”

Appropriated accordingly, these activities were for wellness of the mind and body, during which we enjoyed sumptuous dishes in the park or elsewhere, played ball games, or just ate, chatted, and relaxed. We laughed in jest as we told and exchanged stories.

At work, we listened, we learned. We were taught how the world worked. We grew up professionally. He was the big brother; we were the small siblings. We were a family. He made us feel how responsible he was for us. In return, we developed in us that value to feel the same for our officemates. I consider this gesture of kindness and concern a cutting edge to sustain the spirit of cooperation among us staff in the office and to live and maintain a harmonious relationships with one another. We did not receive monetary bonuses—but no amount of money could buy the things he shared with us: wisdom, concern, and responsibility, all for our advancement.

For the Present

There are not enough “Thank You’s” in my heart and mind to adequately say and give for all that I learned at HARC. Compared with the services I rendered, the former outnumbered the latter. Thus, I would like to record my gratitude to Dr. Dar, whose example as a boss is worth emulating. I truly appreciate him as my first Boss, after which he has joined the national and international league of policy makers and administrators in agriculture science. Indeed, Sir, I will always be thankful for the impact you had in my life!

* * *

Corazon L. Estolas used to be the Chief Bookkeeper of HARC. She now works and resides in Canada.



A PORTRAIT OF INSPIRATION

Erwin B. Ganga

Among the very few men who inspired me and my wife (Zenaida) to persevere is Dr. William Dar, our mentor and big brother back when we were still working at the Highland Agriculture Research Center (HARC) and the Mountain State Agricultural College (now Benguet State University or BSU). He was our leader, our colleague in research and development undertakings, our “Ninong” a wedding sponsor, a constant referee in our resumes and CVs, a true friend who is always available and genuinely willing to go out of his way to help; and an inspiration. He is someone we always look up to as we ourselves endeavor to realize our plans and work hard to attain our dreams.

From A Distance

So far away from home in a foreign land, Naida and I constantly watched Dr. Dar’s transforming stature like a meteoric rise from being the Director of the Bureau of Agricultural Research of the Department of Agriculture; the Executive Director of the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD); the Secretary of Agriculture; the Presidential Adviser on Rural Development with a Cabinet Rank; and eventually as the Director General of the International Crops Research Institute in Semi-arid Tropics (ICRISAT). The milestones through which he serves the semi-arid tropics in agriculture make not only fellow Filipinos but any Asian very proud! Dr. Dar is truly an amazing person. Though he is recognized worldwide as a great leader and an accomplished research scientist and administrator, he remains humble, approachable, and service-oriented. In spite of his busy schedule and demanding position, he can still find time to send a message, to say “hi”, or to “like” a picture on our Facebook account!

* * *

Erwin B. Ganga is a Development Specialist. He is now a Canadian citizen.



“Dr. Dar, you inspire us! You are truly a remarkable leader. As we thank you, here is what we wish you in this life: God’s blessings to continue inspiring others; the gift of wisdom to serve; and an auspicious life to live longer, healthier and wealthier!”

THE CATALYST: A FORCE TO RECKON WITH

Gilda Victoria B. Jacalan

*In writing, life is savored twice,
in retrospect and in the moment.*

Filial consideration brought me to the Mountain State Agricultural College (MSAC) in 1983 now the Benguet State University. I started as a Senior Science Research Specialist III assigned by Dr. Fortunato A. Battad, the President, to the Office of the Vice-President for Research and Development (OVPRD) headed by WDD as the latter's Executive Assistant (EA). In this office and in this capacity, I came to know Dr. William D. Dar.



The Administrator-Administrator-Scientist:

*With definite goals to pursue and the burning desire to achieve them;
Able to think long-term implications of approaches, decisions, and actions;
Able to communicate and relate with people of diverse cultures
and at all levels of a hierarchical organization;
Able to humanize the workplace.*

As EA, my initial task was to assist him in coordinating a series of consultative meetings and workshops in crafting the five-year development plan to mainstream MSAC in development. Battles against tight schedules, late working hours proofreading or collating a kilometer-long rows of documents, following up submission of assigned tasks from different sectors within and outside of the college, and even spending the night at RSDC with Judith, the clerk-typist, in a fetus-like position because the bed was so tiny barely measuring 28 x 60, had to be fought and won. There is one thing I learned though from all these instances: to obey and deliver and complain afterwards.

Of course, the third was never carried out at least verbally! Why, in almost all outputs delivered, the results were gratifying. How? Was he expressive in exhibiting approval, satisfaction, or acceptance? Well, if one is attentive, anticipative, and sensitive, yes! Actually, WDD can be transparent! He is transparent! Conscious or not, guarded or not, he can give himself easily away. His soft whistle

means in-good-mood; the half-twist grin is generally for something irritating, unsatisfying; in granting approval, he asked no questions; in disapproving requests, he had many questions though often subtly raised.

At the Highland Agriculture and Resources Research and Development Consortium (HARRDEC) office, where the OVPRD was temporarily housed while waiting for the completion of the new Administration Building, I felt pretty much at home for a number of reasons. WDD's young brood of staff reminded me of the ones I left behind at the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD): cheerful, always sporting smiles, hardworking, friendly, punctual, cooperative, competent, and confident!; the atmosphere and spirit permeating throughout that tiny office was quite similar with that at PCARRD's: more overtimes, more deadlines, more matters or notes from WDD marked ASAP! Urgent! Priority! Immediately! Right away! Did I see them looking worn out? Not as I remembered. Instead they seemed energized to work more!

The friends I initially developed naturally over a relatively short period made my stay at HARRDEC interesting, intellectually appealing, and pleasant. I saw and felt in almost all of them the color and texture that come alive because of WDD's leadership style, which was not quite different from what I got accustomed to in PCARRD: he cares, interacts, appreciates, and listens but makes the decision. There were outings too! At the Igorot Garden in Club John Hay, I remembered one picnic time. I overtly saw WDD nudging to Victor Luacan to put the cover on one of the big blackened aluminum pots containing some soupy dish with lots of dark floating jelly-like sponges and almost overflowing to the rim. Had I known that time that that was how the original "pinikpikan" looked like, perhaps I will not be so crazy of "it" now, which is creamier, a lot tastier because of SMB's famous smoked "etag", the soup is whiter and the gummy pieces quite similar to our own native "tinola" from my beloved hometown, Concepcion, Tarlac, are free from adhering blood!

While working with WDD, I enjoyed a relatively comfortable zone. The supervision was minimal. The confidence was tangible. The treatment for areas needing further improvements were assiduously forwarded in number I can easily remember to count! But of course, there were hurdles to overcome along the way, every now and then. Since WDD always demonstrated a strong ability to work in tight schedules being equipped with excellent organizational and coordination skills, his sense of urgency could be unnerving almost bordering to ruthlessness! Although this trait was apparent in all his areas of concern and constantly expressed, in fairness, there was no instance I can recall hearing him raise his voice at any one in the office. As to discourse, WDD is never verbose and I guess and never will. Always soft-spoken and economical in verbalizing his thoughts and ideas, he chooses his words assiduously. For a leader as Thomas Moore claims, words are as critical as actions.

The Mentor

*A born teacher facilitating learning and teaching
his learners the content of his subject.*

The Research Management class taken in my MSc in Rural Development from 1978-79 consisted mostly of Nepalese students. Consistently mindful of how the English language can interfere in the ability of speakers of other languages to fully comprehend the content of a subject taught in the English language, he insisted, almost to the point of imposing on us, his students, to illustrate the subject matter using case studies and visuals like the projector, Manila papers, or the cartolina. In the four corners of his classroom, WDD never preached through his subject; he dialogued and shared with learners! To drive his point, he communicated and shared his knowledge, skills, and lessons learned in ways appropriately simplified and in comprehensible manner.

His innovative teaching strategies resulted in learners' developing and improving their skills not only to learn but also to teach. For Dr. Dar, dynamic interaction between the teacher and the learners is primary! It opens fresh perspectives and paths to connect purposively with one another especially among learners of diverse cultures, creeds, and beliefs.

His Credo

I learned that there is no reason actually to reinvent the wheel. When you're up against a challenge, look up to others; read their words, study their habits and reflect upon their practices...then incorporate what works for you and your own situation.

On Management

- Have clear and definite goals to pursue and the burning desire to achieve them
- Communicate and relate these clearly with co-workers
- Constructively cooperate with colleagues
- Delegate functions with trust and full support
- Keep your cool when faced with stressful activities and challenging moments
- Restrain yourself in interfering unnecessarily in the subordinate's way of doing things
- Be attentive and anticipative to be able to act accordingly
- Always follow-up

On Teaching

The mantra is to innovate to remain fruitful and functional in an intellectually appealing way. For both learning and teaching purposes, the use of audio-visuals and non-traditional teaching materials is exacting for extra time and expenditures. Then the dawning of the inescapable use of ICT tools where with just one click, unfamiliar theories, principles, and concepts become simplified, understandable, and exemplified; current trends and issues are made easily and readily available to interface theory and practice; and where classroom interaction becomes interesting, diversified, and global.

On Winning

- Instill excellence and other work ethics in all facets of your life, professional and otherwise;
- Leverage your strategic advantage and harness your strengths;
- Internationalize your perspectives and outlook;
- Apply ICT tools in sharing services and products to those you are mandated to serve; and
- Foster collaborative skills to work beneficially with others.

The Gratitude

My professional affiliation with Dr. Dar brought me lessons and benefits to serve me a lifetime. Some of these are worth mentioning here because of their significance that enhances my total perspective especially where continuing education is concerned.

- The functions he delegated to me with corresponding responsibilities helped me polish my coordinating skills (through the series of activities to evolve the 5-Year Development Plan to mainstream MSAC in the realm of progress).
- The gesture initiative that changed the status of my employment from Temporary (November 1983) to Permanent (December 1984).
- The financial support from the FORD Foundation-supported Highland Rural Development Program (HRDP) to fund my participation in a month-long stay-in CSC-training course for Junior Executives in Region I popularly known as JET-STREAM VIII (March 1-30, 1985). It was during this short course when I mapped out my plan to pursue graduate studies, a decade after I had my BS in Education.

*“From the bottom of my heart, I
sincerely thank you, sir! Stay blessed,
always!”*

- The full-time Study Leave Grant I obtained and enjoyed from the University through his endorsement to pursue an MSc in Rural Development, 1986-1989.
- The most-recent scientific visit at ICRISAT in October 2012.

* * *

Gilda Victoria B. Jacalan is a part-time Faculty of Language Education at the Graduate School and College of Arts and Sciences and presently designated the Director of the University Public Affairs Office, Benguet State University.



IMMENSELY GIFTED & DEVOTED

Teresita J. De Leon

As I recall, Dr. William D. Dar possesses an exceptional gift of mind and devotion that helped mold the outlook of a generation of the Highland Agriculture and Resources Research and Development Consortium (HARRDEC) personnel. In his time as the Center's Coordinator/ Consortium Coordinator, his leadership provided us his staff not only new and fresh knowledge but also skills to use to learn different ways to put what we acquired into action.

My first few months in the Office were marked with a mixture of timidity and shyness. I seldom talked and only when needed. In a lot of ways, I learned from the Office of Dr. Dar how to deal with other people who occupied positions higher than mine. I observed that although Dr. Dar was quite strict, he never raised his voice when he pointed out errors in my work. This situation made me feel quite comfortable to work at ease with my officemates. When errors occur, I apologized with humility, and welcomed graciously and sincerely the help offered to me to improve my performance. This working condition helped me a lot in my personality development. Dr. Dar helped me improve my way of understanding; increased my knowledge; and improved my working capabilities and social skills.

Eventually, I shed off my timidity and shyness and interacted with ease with everyone in the office even in his presence. "*Napaka-bait po ni Dr. Dar at napaka-matulongin sa lahat ng oras*" (Dr. Dar is indeed so kind and so helpful at all times!) In reviewing the research proposals, I helped to prepare, he would give his comments and corrections in an encouraging manner, pointing the items needing concrete details, explanation, and supporting facts. He always stressed how important it was to work within a given period of time. "Always bear in mind that time is of the essence; it waits for no man; so your objective must always be time-bound," was his advice to all.

“I owe to him what I am and what I have developed over the years as part of the team of the HRDP. .. Thank you very much, sir! I also wish you and your family more blessings to come and more people to learn from you!”

The leadership style of Dr. Dar, was in my opinion impeccably unrivaled, leadership by example. I witnessed how hard he worked unmindful of time! He was always moving, interacting with us, and following through never leaving any of our tasks to chance.

To a man who considers learning as a life-time yearning, he finds various ways to share the fruits of our research undertakings. He encouraged and supported our attendance to scientific gatherings to present our researches. Even when I was new as a Research Assistant under the Ford Foundation-funded Highland Research and Development Program (HRDP), I was already included in the group that went to a convention in Davao City led by the late Dr. Marie Klondy T. Dagupen, the project leader, and at the Philippine Council for Agriculture, Forestry and Resources Research and Development (PCARRD in Los Baños); joined official travels for further learning; and participated in In-House Reviews and Planning activities either as presenter or facilitator.

I owe to him what I am and what I have developed over the years as part of the team of the HRDP. I consider this period a blessing in my life. I took his challenge to grow and overcome my weaknesses. Truly, Dr. Dar’s passion for knowledge-sharing is admirable.

What is office work? Writing research proposals, preparing progress report, or balancing the books? No, not always! There were quality time spent frolicking, relaxing, and enjoying amidst sumptuous food and drinks. There were picnics and games at Club John Hay with everyone indulging in native dishes of *kilawen*, *kalderetang kambing*, *pinikpikan*, seafoods, *asozenang adobo* and more!

Truly, I enjoyed this learning and sharing at HARRDEC!

* * *

Teresita J. De Leon is a Research Assistant at the Horticulture Research and Training Institute, Benguet State University.



A SERVANT LEADER

Sonwright B. Maddul

Although I could not profess full knowledge of Dr. Dar, I initially thought that what I knew about him would suffice to make a tribute worthy of his stature. Not quite so. After reading his autobiography *Feeding the Forgotten Poor*, pleasant similarities unfolded right before my eyes. The book made me know more of William Dollente Dar.

The Path, Seemingly Similar?

Surprisingly pleasant and amusing, I noted some similar events that came to take place in our lives. I went to the Mountain State Agricultural College or MSAC (now Benguet State University or BSU) in La Trinidad, Benguet as a freshman for the newly-opened degree program Bachelor of Science in Agriculture in 1971. This is the same year that William D. Dar enrolled at MSAC to complete the Bachelor of Science in Agricultural Education program, the first two years of which were taken from the Ilocos Sur Polytechnic State College. Since college students were very few at that time, almost everybody in school knew each other. One can easily recognize William D. Dar because he is lanky but nice-looking with fair complexion. He graduated in 1973 and pursued Master of Science in Agronomy. While I progressed through my five-year degree program, I often saw him on Saturdays attending graduate school. He was employed at MSAC as a teacher in 1975. Both of us graduated in March 1976 -he, with his Master's degree, and I, with my Bachelor's degree. Then I was hired as Research Assistant for the Research Division of MSAC in June 1976. As colleagues, I occasionally witnessed the romance that blossomed between him and Beatriz Meria whom he married in 1977.

Dr. William D. Dar continued to ascend the hierarchy when he was designated Vice-President for Research and Extension (VPRE) of BSU. I had the chance too to head the Office of the VPRE of BSU in 2003. Dr. Dar was assigned as the first Consortium Director of the Highland Agriculture and Resources Research and Development Consortium (HARRDEC) in 1978 for a period of nine years. Presently, I am now on my ninth year as HARRDEC Consortium Director since 2004. He obtained his doctorate degree in Horticulture from UPLB in 1980. I also received mine from University of the Philippines – Los Baños (UPLB) in 1991.

Both of us stayed at the International House as graduate students. In 1986, he reached the highest level of Professor VI at BSU, which I also attained in 1994. By the way, both of us are affiliated with the Couples For Christ.



“I admire the way he makes use of innovations and available tools to gain benefits for the less privileged and poor farmers.

Mabuhay po kayo, Apo William Dar!”

The Divergence

Is responding to the call for higher assignments elsewhere an enough reason for me to conclude as the end of the analogous tracks? Maybe yes, maybe no; but can I dream? While I hold on my work at BSU hoping and waiting for a big break, Dr. Dar embarked on a new career as national administrator and policy maker that started with his post as the first Director of the newly-organized Bureau of Agricultural Research (BAR) in 1987. Then in 1994, he became the fifth Executive Director of the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD). Four years after, the newly –elected President of the Philippines, His Excellency Joseph “Erap” Ejercito appointed Dr. Dar as Secretary of Agriculture and before becoming an international figure in 2000, Dr. Dar also had a brief but significant role in President Estrada’s Office as the Presidential Advisor in Rural Development with a Cabinet Rank. His present post as Director General of the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) for 14 years gives him the rare distinction of being the first Filipino and Asian to be at the helm of such prestigious organization in semi-arid tropics agriculture. The rest was history.

The Gratitude and Admiration

I take this opportunity to express my deep gratitude to Dr. Dar for a favor he graciously extended to me. I went to him one day and asked for financial support for my doctoral dissertation. Without hesitation, Dr. Dar granted my request for thesis assistance through the Highland Rural Development Program with funds from the Ford Foundation which HARRDEC was administering then. I thank him too for personally inviting me to visit ICRISAT where I had the chance to see how he made the “sinking ship set sail in full steam”. As captain of the ship, Dr. Dar led ICRISAT into renaissance, excellence, and relevance with the motto “Science with a Human Face”.

I admire the way he makes use of innovations and available tools to gain benefits for the less privileged and poor farmers. In particular, I like his strategic framework of Inclusive Market Oriented Development (IMOD) which guided the transformation of ICRISAT into a globally competitive research institute. Dubbed as “William D. Dar School”, ICRISAT today is an epitome of his successful leadership as a servant-leader.

Sonwright B. Maddul is a Professor and Researcher at the College of Agriculture and currently designated as the Consortium Director of HARRDEC based and hosted by the BSU.



“THE MORE ABLE SERVING THE LESS ABLE”

Merlinda S. Martinez

I started working at the Highland Agriculture Research Center (HARC) in 1984 armed with just a two-year Junior Secretarial Course. I am grateful to WDD, for his persistent encouragement, I finished my Bachelor of Science in Secretarial Administration from the Baguio Colleges Foundation now the University of the Cordilleras.

Working while studying and studying while working were tasks I struggled to do to produce satisfactory results. The unrelenting support and godly patience of WDD made me succeed and complete my degree. His understanding and guidance enabled me to do good both in my job and in my studies. I made sure not to compromise my work as a member of his staff because I knew that the only recourse I have within my power that time was to work well.

In all those years of working with Dr. DAR at HARC and at the Bureau of Agricultural Research of the Department of Agriculture (DA-BAR), I have grown professionally, developed my person, and advanced my career. And it's all because of him!

And I wouldn't be where I am now (DA-BAR) if not for WDD. “*Tatanawin kong utang na loob ito sa kanya habang ako'y buhay*” (I owe this debt of gratitude to Dr. Dar for as long as I live).

The Endearing Person I Know

Down-to-Earth Person. Being down-to-earth is one of the best things I can say about WDD. Despite his achievements that earned him national and international prominence in agriculture, he remains humble to his associates and subordinates. Calling an elderly ‘*Manong*’ (older male sibling) or ‘*Manang*’ (older female sibling) is one manifestation. Even if he is the Big Boss, he relates respectfully with other people, young and old.

“The Touch”. WDD never fails to ask: “*Kumusta*” (How do you do?)? I truly appreciate this “personal touch” which in turn would make us feel really good about ourselves and end up loving and enjoying what he wants us to do. An act of appreciation too leads to better results. The one most important thing that the staff yearns for is a “pat on the back” by the man idolized and looked up to at work. There is nothing like an enthusiastic proclamation of congratulations by the boss to make an employee feel extra special. It does not even cost money. It brings out the best in me and I think WDD gets the best performance from his staff in return.



“Sir, may you continue to be blessed with a great life to share with those who need it most; may your brand of leadership have an impact on Philippine society in a positive way-coaching not controlling as this surely unleashes the energy and potentials of others.”

“Mabinabon” (Cool). He is almost always *mabinabon*. His professionalism is commendable because he treats his people with respect and that he always makes sure his criticisms and admonitions are always constructive, all meant to contribute to the growth of his subordinates’ career, to love, and enjoy work.

Quite a Motivator. WDD would usually use encouraging words such as “very good”, “great”, “good”, “keep up the good work”, or “follow through” as marginal notes in our reports. This way, he builds a positive working environment and we are inspired to do our work because he appreciates even the smallest deed.

A Fair and Square Man. WDD never plays favorites. He is a team player. “Walang naiwan o napapabayaan sa kanyang mga nasasakupan.” (*No one gets neglected, ignored, or left behind in his family or under his watch*). He gives equal opportunity to his staff to enhance their growth and increase teamwork and personal involvement.

A Gracious Boss. WDD is indeed hospitable, always generous. Whenever we have visitors in the office, VIPs, high-ranking officials, or common regular people, he is very accommodating and makes sure they feel welcome. He is also known for his “pasalubongs” (presents) whenever he returns from his trip abroad or elsewhere. Likewise, WDD never fails to appreciate and recognize accomplishments. Recognition for a job well done makes a man proud of himself and one truly feels great to get recognition for the things achieved.

* * *

Merlinda S. Martinez works as a Data Controller at the Bureau of Agricultural Research, Department of Agriculture.



AN AMAZING BREED OF A LEADER – FRIEND

Luciana M. Villanueva

The Foretaste

After completing my Master of Science in Plant Pathology in April 1978 at the University of the Philippines – Los Baños (UPLB) in Laguna, my friend, Mr. Narceo “Nars” B. Bajet, a Plant Virologist, told me a certain William D. Dar was looking for a Plant Pathologist to teach at the Mountain State Agricultural College or MSAC (now Benguet State University or BSU). I told him I’m not interested considering the distance between Laguna and Benguet. However, when my boss, Dr. Romulo G. Davide heard about it, he pushed the idea. With Dr. Davide’s encouragement, a glimpse of a brighter future where my potential as a scientist will take roots, blossom, and bear fruit unfolded before me. Finally, with conviction, I sent my resume and other credentials to WDD through Nars. I was hired in June that same year, though it took a few months before I eventually met WDD in person.

Lasting Impression

A soft-spoken guy who talked sensibly, I saw in him right away and without doubt the humility and the sincerity that took me a longer time to say the same things about most of the employees of the College then. As a budding researcher, it did not take long when I started to learn a lot from him. That willingness to help without counting the cost or expecting something in return has been apparent in the way he relates to his colleagues. He is indeed a good man and an ideal leader, then and now.

An Instant Bond

In that initial meeting, I was pleasantly surprised to know that WDD is the husband of my sorority sister, Betty Meria. With support from the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD) as a scholar, I left BSU in November 1979 to pursue my doctorate studies in plant pathology at UPLB. When I came back in April 1983, the instant bond we had developed between my family and his became stronger. We patronized the same

hospital, the Notre Dame in Baguio City for our growing children. There were instances when we went together to confine our children, our Marie Lou and their Tin-Tin. One instance, which is hard to forget, was when we almost lost Marie Lou. When the attending physician informed us of the possibility of losing my daughter, my husband and I felt so helpless. We just cried but prayed a lot. We felt so alone battling this horrible situation. Our respective relatives were so far away. But thank God, WDD and Betty were there all the time, comforting us, making us feel that friends are near, available, and ready to lend a hand, give an ear, and to pray with.

Enabling Others

For Researchers. The fruit as I had envisioned started to ripen and was harvested in a variety of forms. One came in the form of the Research and Development program on Chrysanthemum, my chosen commodity. We, at BSU were not alone in this endeavor. The UPLB with all its brain boxes has been in this field, too. But BSU boasts of a unique environment suitable more for a highly lucrative industry in chrysanthemum. This edge was certain to cut the competition in our favor. It took for one WDD to recognize this cutting edge! As the PCARRD Executive Director, the grant went to the Cordillera region researchers led by BSU where I served as the Program Leader. When it was approved for implementation, some of my co-researchers, Dr. Araceli G. Ladilad, her savvy in cutflower improvement and our former colleague, Dr. Vilma Alejandro, initially reacted with overwhelming joy as we did not know how to thank PCARRD, especially WDD. The grant was a manifestation of full confidence, as this program was the first, in the capability of BSU as a whole and in the expertise of the researchers!

As the Director General of the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT), I frequently sought for his assistance direct or indirect through recommendations and endorsements in getting financial support for my official international travels for scientific and technical purposes.

For BSU. The University continues to reap benefits from its working relationship with the organizations WDD gets affiliated with. Foremost among these engagements are along capability building activities like scholarship grants, attendance to scientific conferences here and abroad, scientific visits; and research for development initiatives like the Chickpea and Garden Pea Production and Commercialization.

To me, Dr. Dar is truly a rare and remarkable breed of a leader. He has in him almost all the qualities of a national and an international leader. Even at the highest pinnacle of his career, he stands solid on the ground, humane, humble, and always ready to help. I once asked Ana (Dr. Rosana P. Mula), a former faculty cum researcher of BSU, now with ICRISAT also, what administrative skills

WDD has that enables those working with him to cooperate and find enjoyment in their tasks. If ever there is fear among his staff, as I perceived, such emotion only stems not from the imminent impunity for disobedience but from disappointments because his genuine concern is for the common welfare for all.

WDD is a great knowledge sharer. Engaging him in a simple yet lively casual talk is enough to bring a lesson. And this ability always leaves me awestruck! And again, as I perceived, such ability can only be possible if its source is divine, endowed on a chosen one to be used for His creatures, great and small, ordinary and marginalized with less in life to have more and in abundance!

* * *

Luciana M. Villanueva, a Plant Pathologist, is a Professor-Researcher at the College of Agriculture and presently designated as the Vice-President for Research and Extension, Benguet State University.



*“WDD is a great knowledge sharer.
Engaging him in a simple yet lively
casual talk is enough to bring a
lesson...”*

God bless you, Sir Dar! Mabuhay!”

THE MAN WHO MAKES A BIG DIFFERENCE

Nestor E. Pilayan

One great man said: “We make a living by what we get, but we make a life by what we give”. The greatness of a leader is defined by his significance to the lives of people he touched.

One thing I’ll never forget about Sir WDD was when he accepted my application for a job and gave me the opportunity to work under his leadership at the Highland Agriculture and Resources Research and Development Consortium (HARRDEC) in Benguet State University (BSU). As a fresh graduate, my professional and productive life started in HARRDEC as a Science Research Specialist who joined the team (the 2nd batch actually) working on the Ford Foundation-funded Highland Rural Development Program (HRDP).

The vibrant Sir WDD is such that as a leader, he instilled in his subordinates a passionate commitment to a cause. He maintains a strict discipline, always makes follow-up, never leaves anything to chance, and scrutinizes every details in every task. He can be quite demanding and exact always insisting on meeting deadlines or in delivering outputs within a given time. Although he doesn’t talk much, he is very frank and direct to the point in expressing what he really wants to be done.

I remember very well an instance when the Team I belonged to was encountering problems. Dr. Dar said: “Resign if you don’t believe in what this program (the HRDP) aimed to accomplish”! I took this statement to mean-if you are really not capable and comfortable in what you’re doing in this program, better quit because you are not contributing anything meaningful that will lead to the success of the project. Right then and there, I resolved to make a difference. I can and I will!

Although he is a disciplinarian, WDD never fails to express his appreciation of any job well done. He is actually very supportive, generous, and appreciative of every accomplishment, big or small. He knows when we are trying despite obstacles. There was an instance when we had to move out from where we were comfortably billeted. He did not hear a single complaint from us. We worked ourselves quietly to get out from the problematic situation. I was referring to the typhoon-damaged Barangay Hall that housed our field office. We did what was needed to be done and settled easily to a rented house nearby and continued gleefully with our work.

Although my HRDP stint was relatively short (two years), and on a project-based status, I was made to join the group to participate in conferences, study tours, and symposia. I was also sent to attend training courses on Multiple Cropping, Community Organizing and Agricultural Production. All these capability enhancement activities increased and honed my relatively young knowledge and skills in doing research and extension work. I regard all these learning opportunities provided me by the HRDP Director, WDD, as my personal debt of gratitude, which my family will always cherish and remember with fondness.

I wish him longer life as model in public service and in giving and inspiring others. And may the odds be transformed in his favor!

* * *

Nestor E. Pilayan is a Research Assistant on a project titled “The Animal Genetic Resources (TANGERE), Benguet State University.



“Indeed, the greatness of a leader is defined by his significance to the lives of people he touched.

From my family, thank you very much! God bless you and your family, sir WDD!”

A MAN OF PASSION, ACTION, & WORTH

Marina R. Sabado

A fresh college graduate seeking a job for the first time, my adrenalin was at its highest level when I met WDD at the Highland Agriculture Research Center (HARC) for a personal interview. Needless to say that I survived and having done with the task given me to complete the initial requirements to get in, I was finally instructed to report for work as Project Assistant to the Benguet Technopack Project.

The Transformational Impact

WDD's impact on my professional career was powerful and transforming. His influence is such that it enabled me to work with my mind and heart in cultivating the right attitude to work hard, keep on learning, and help others. This pattern has become so significant in my career.

I thought that because I was a new and inexperienced employee, I would be made to re-do, re-write my tasks to add more substance after three or more drafts of a paper, a techno-guide, and other reports. When I got into this job, I did not expect to accomplish unfamiliar communications-related chores such as manually-operating a mimeographing machine, typing my own drafts, frequent working overtime with staff members from agencies other than the Mountain State Agricultural College or MSAC (now Benguet State University or BSU, the Center's host agency), and meeting high profile people. At that time, I considered most of these activities as menial and unrelated to my main function! Never did they occur to me that they are actually integral part of WDD's strategies to get tasks done not only efficiently but also with good quality and on time and most importantly, to empower his staff!

The Remarkable Attributes

Having worked with him for only one year and three months, it was enough to give me a glimpse of his work ethics and zest spelled passion, the driving force towards excellence! At work, WDD insisted and expected everyone to deliver his/her outputs based on programs and projects strategically planned and implemented, monitored, and evaluated to ensure quality and relevance among others.

His mantra-never leave things to chance caused him to pre-determine his every action coupled by perseverance. It was quite evident in the way he always managed to bring out the best in everyone whom he works with, a unique management style of his own.

Seeing WDD attain the peak of his career, even when I was already in another University, I was certainly amazed at how he transformed, conquered, and won the race to the top. As he is to complete and culminate his fruitful career as head and the man at the helm of the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT), he certainly leaves behind a legacy of outstanding achievements in the field of agriculture research and development, proving his worth-doing it with much grace and making his countrymen exceedingly proud.

* * *

Marina R. Sabado is a Professor and a Researcher at the Don Mariano Marcos Memorial State University in Bacnotan, La Union.



“WDD’s impact on my professional career was powerful and transforming... I say kudos for a great job, Sir! Congratulations and God bless!”

AWESOME ADMINISTRATOR

Timotea P. Vitales

At the Highland Agriculture Research Center (HARC), Dr. Dar managed his staff with respect, honesty, love, and spirituality.

Performance Enhancer

A very straight-forward person, he was strict but reasonable. We, the support services staff, were trained to perform with few mistakes and errors. There was an instance I remembered when he called me in his office where we had a one-on-one session. It was about my typing skill (using a typewriter). Because of the nice way he used to point out the areas where I should improve, I did not feel bad at all. The brief conversation helped me to improve and become more accurate in everything that I was asked to do in the office. His mild manner is enough guidance that can transform a problematic situation into a great productive one.

Capability Builder

In Dr. Dar's human resources development program, all staff had an equal opportunity to grow and progress. Going to school after office hours, I managed to get some Accounting subjects in the University of Baguio (UB). Consequently, my capability to do bookkeeping tasks was honed. I was assigned afterwards to handle some of the Books on Center's Special Projects like the Ford Foundation-funded Highland Rural Development Program. My training and experiences working in HARC gave me not only learning knowledge and skills but also positive working attitude that serve me well in all the different offices I have been assigned in Benguet State University (BSU).

Great Morale Provider

At HARC which later renamed the Highland Agriculture and Resources Research and Development Consortium (HARRDEC), we were like one big family. Dr. Dar was the father. If someone was sick, he was never known to miss out visiting. He expressed his care by making sure to schedule a visit with his staff. I cherish so much this gesture of Dr. Dar because I felt, like the rest, that I truly belong.

Personally, my family has always enjoyed Dr. Dar's support. At baptism, he stood as my "Ninong" godfather and during our Silver Wedding Anniversary, the principal sponsor, as we renewed our matrimonial vows. I am so grateful that he and Ma'am Beth were always present in these very memorable occasions of our lives. When we lost our first baby, his family showed overwhelming support morally and materially. When we needed a transport, he did not hesitate to take us in his first blue "beetle wagon car", he himself behind the wheel.

My first travel in the U.S.A materialized because of Dr. Dar's graciousness. He gave me my round trip ticket. How can you ever thank a man for making your dream come true?

Like any other people who have known and worked for and with Dr. Dar, I would honor him for as long as I live. He is always there to respond to a need and to the best he can regardless of who you are.

* * *

Timotea P. Vitales is now at the Benguet State University Office of the Vice-President for Administration as an Administrative Assistant.



"Sir, I pray that you and your family will continue to be blessed with love, health, and wealth; and for as long as I live, your good deeds will remain in my heart with gratitude."



*“May you be granted the strength and wisdom to continue
cultivating scientific minds with compassion for the common good.”*

A MENTOR & ALTRUISTIC
KNOWLEDGE-SHARER



FATHER & MENTOR OF MY PROFESSIONAL LIFE

Carlito P. Laurean



I deeply acknowledge this gesture of paying tribute to Dr. Dar as fitting, proper, and timely. Not because of who he is at present but because of what he is to me as a person, then and now; and what I am now.

The Encounter

It was in 1980 when I had my first encounter with Dr. Dar. As a 4th-year student in Soil Science at the Mountain State Agricultural College, I had to secure approval from the Office of the Director of Research headed by Dr. Dar before starting my field experiment. Apprehensions were common among us students from the Department of Soil Science because of the perceived leadership dynamics of Dr. Bruno M. Santos as the Mountain State Agricultural College (MSAC) President. That well-publicized leadership struggle was even broadcasted over DZWT where some officials/faculty members of the Department were involved.

My apprehension, however, totally disappeared when I personally met Dr. Dar, a soft spoken person who readily lent a smile as he greeted me when I entered his office at the 2nd floor of RSDC building. After turning some pages of my proposal, he immediately signed the Approval Sheet and advised me to start right away my field experiment so that I can join the March 1981 Commencement Exercises. I didn't have any idea that after that first encounter, I will be working with him for the next six years, from 1981 to 1987.

The Pick of the Bunch

Work at MSAC was not in my initial list to seek after graduation. My first intent was Pangasinan, my native province. With my degree in Soil Science, the obvious preference would be the Bureau of Soils of the Department of Agriculture. So, I applied at the Regional Office in San

Fernando, La Union where I was hired to work. But instead of reporting to the Dagupan City Office, as I expected, I found myself following the order to report at the Benguet Provincial Capitol in La Trinidad, Benguet starting July 1, 1981.

One afternoon, I met by chance Dr. Tessie M. Merestela, my undergraduate adviser, after getting some food supplies from the public market. She advised me to go and see Dr. Dar who is looking for a Research Assistant to work on one of his projects. I told her that I just started working at the Bureau of Soils; but she simply nudged me to go just the same.

A New Intent Was Borne

I did not call it destiny. I chose to work with Dr. Dar at the Highland Agricultural Research Center (HARC) and started on August 7, 1981 as a Research Assistant for the Garden Pea Research and Development Project. It was at HARC when the second face-to-face encounter took place, a few weeks after I started work. It was at this momentous instance that I felt and thought this is the office to grow and realize a fruitful career, with Dr. Dar, the Regional Coordinator.

Growing-Up

My responsibilities as a Research Assistant required me to be in the field most of the time supervising the implementation of the Garden Pea Research Project along with three laborers. From time to time, I would be assigned some office work done diligently. In my young and simple mind, I got amazed at how Dr. Dar worked with his staff. He did not impose specific rules on how things should be done.

He allowed us to accomplish things the best way we can and deliver within the allotted time. In short, while he guided us carefully, he let us learn our way and allowed us to use our own styles and techniques. I did find this style of management more fulfilling because we were able to hone our skills more independently under his assiduous and well-intended guidance.

Several months after, Dr. Dar called me in his office. I was a little bit worried because I thought I did something wrong. Per general observation, he usually called us in his office when things did not happen as expected. However, when I left his office, I was beaming with delight as if I got a promotion. Although it was actually more work and heightened responsibility, the additional and new assignment given to me was an indication of a satisfactory performance. My field work was reduced to half day to hold office in the afternoon to develop a Farming Systems Research and Development Program, which I managed with him!

After more than a year, more functions with corresponding responsibilities came my way. Working full time in the office, I also handled the Monthly Symposium of HARC where each of the member agencies in Baguio-Benguet area should sponsor a particular seminar for the month. No textbooks taught me how to coordinate activities and there was no time to read, only time to act! My teacher? There was a determination to deliver following the few but to-the-point instructions from Dr. Dar! This assignment honed my coordinating skills. My attendance to meetings to represent Dr. Dar even in interaction with people for subjects I knew so little about like sericulture; and going to places I have not been before like Los Baños were all a welcome treat to me. In that office, to say 'no' or show an iota of hesitancy because of lack of knowledge or skill is unheard of. For my part, I tried very hard, overcame my limitations, and learned very fast. I also learned to muster enough courage and never gave up easily.

Working at HARC from 1981 to 1984 was interesting but challenging. A number of assignments like the conduct of the pre-feasibility study for the Highland Agricultural Development Project (HADP) brought me to see and enjoy the amazing exotic places while at work in Benguet, Mountain Province, and Ifugao.

Learnings and Privileges

When Dr. Dar ascended to a higher level of the management hierarchy in MSAC as the Vice-President for Research, Planning, and Development Support Services, he also designated me as his Technical Assistant. The new post separated me from the HARC family as we had to move to the new college administrative building. It was not easy but what took place afterwards left me no room to feel the void.

At this office, engaging in herculean tasks such as the establishment of the Horticulture Research and Training Center, Institute of Highland Farming System and Agroforestry, and Institute of Socio-economic Research and Development; and the packaging of the Highland Rural Integrated Agricultural Development Project funded by the Japan International Cooperation Agency implemented by the province of Benguet and the Agricultural Training Education Project implemented

when he was in the Department of Agriculture – Bureau of Agricultural Research (DA-BAR) provided me with a wide range of experiences that equipped me to cope with the succeeding posts that came along the way.

The hard work and learning experiences I fortunately obtained while with Dr. Dar prepared me to assume bigger responsibilities at Benguet State University (BSU). When I was designated as the Director for Research from 2003 to 2009, the problems were minimal, the accomplishments voluminous; I did my job with confidence, dedication, and passion.

All these elements I eventually developed I owe to Dr. Dar because he impressed upon me how to handle difficult and challenging assignments. His management style so deeply rooted in me has been projected in every way I relate especially to the people I work with. His way of fulfilling his responsibility and discharging his functions is the path I set to follow and trod. Some offices he used to head were entrusted to me, namely, Office of the Director for Research Services and Highland Agriculture and Resources Research and Development Consortium (HARRDEC) as the Deputy Consortium Director.

Recognition and Appreciation

Merit is primordial in Dr. Dar's management style. Under no other consideration a staff would be promoted. In April 1983, Dr. Dar recommended me as Assistant Instructor but was appointed as Substitute Assistant Instructor to give priority to more senior MSAC staff on temporary employment status. But I considered such thoughtful gesture and kind assurance-for-a-next time as rewarding in itself. The fulfillment of the promise came a year after. I was appointed Assistant Instructor in January with temporary status and was eventually promoted as Instructor six months after.

The act of concern for my welfare did not stop in securing my employment status. Dr. Dar prodded me to go all the way for my educational advancement. Occupied with increasing tasks in the office plus the increasing needs of my growing family, I would have opted to set aside for the time being my plan for higher studies. His constant fatherly prodding complemented with support all the way paved the path in completing my Master's degree in Soil Science in 1987.

“I truly wish you, Sir, all the best in life! May you be granted the strength and wisdom to continue molding and cultivating scientific minds with compassion for the common good and after your marvelous and remarkable stint at ICRISAT, I pray that you may be blessed with a longing to come home to the Philippines for good to further advance the country’s Science and Technology to a higher level where it should be for global development.”

Such concern continued long after Dr. Dar changed organizational affiliations. As a scholar of the Philippine Council for Agriculture, Forestry, and Natural Resources Research and Development (PCARRD) taking up PhD in Social Science at University of the Philippines – Los Baños (UPLB), I went to the headquarters for my monthly stipend. That time Dr. Dar was the Executive Director of the Council. One time, I decided to drop by his office to pay him my respects. He was about to leave his office for the PCARRD Monthly Directors’ Meeting but upon seeing me, he instructed his secretary to inform the directors to wait for 15 minutes to attend to a visiting colleague. I was so elated with this gesture, it made me feel important.

Recently, in March 2013, he invited me to a scientific visit at International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) in India. While at the Institute, I was awed with how he transformed ICRISAT, where he now serves his 14th year, to a prestigious and modern international research center as it is today. Some of the lessons and benefits I reaped during that remarkable visit were translated to the programs of the Climate Smart Agriculture Center that I presently manage as its head.

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Carlito P. Laurean is a Professor and a Researcher at the College of Agriculture and presently designated the Director of Climate Smart Agriculture Center, Benguet State University.



WALKING THE TALK; TALKING THE WALK

Grace T. Bengwayan

Inter-agency collaboration, technology generation, technology packaging, technology transfer...quite a handful of technical lexicons, are they not? And where and how did I learn all these development phrases? These questions do not only deserve an answer but they are also good questions! Only when you ask a question would you find an answer. Only when you pose a problem would you find a solution. These were the major concepts I learned at the Highland Agriculture Research Center (HARC, now the Highland Agriculture and Resources Research and Development Consortium or HARRDEC).

One September morning, I found myself applying at HARC. I was told that a research assistant position was vacant. The position holder, Marina Ramos, transferred to another agency in the north. When I set foot on the Office, Fidel Borja, then Science Research Specialist told me to give my application letter to Dr. William D. Dar, the Consortium Coordinator. Fidel's Office was adjacent to Dr. Dar's Office, the first door on the left side of the stairs. The first home of HARC was on the second floor of the RSDC Building at the Benguet State University (BSU).

It occupied five rooms, first was the office of the Consortium Coordinator, the second large room was for the technical staff, and the next large room was for conferences. There were two rooms to the right side of the stairs: the mimeographing and the radio room, and the other where typing tasks were done. Later, I learned that the radio facility was donated by Philippine Council for Agriculture, Forestry, and Natural Resources Research and Development (PCARRD) to facilitate communications. I usually heard the words: "alpha", "bravo", "tango" and others when a message was being sent or recorded.



Dr. Dar read my letter and he told me to read the HARC brochure. He said that for one to work at HARC, she/he must agree to the goals and objectives of the Organization. I did read it, and Sir asked me if I so agreed with the purpose of HARC. Of course, I said yes, I read nothing controversial or harmful about the thrusts and programs of the Center; besides I also really needed to have a job. So, in that September morning of 1981, I was accepted, and the following days saw me occupied submitting document requirements and being orientated on functions as Research Assistant for the Technology Packaging for Countryside Development (TECHNOPACK) Project.

The Talk, The Walk

Dr. Dar has been known to all as a man of few words. His actions were more eloquent. For a fraction of a decade, I could say the “walk” outnumbered the “talk”! I worked with HARC and was there too when it was renamed HARRDEC. In this span of time, under Dr. Dar’s leadership, the beauty of inter-agency partnership/collaboration unfolded. Dr. Dar has upheld this approach, he talked about this in staff meetings, in conferences, and he did live the motto, as his leadership evolved positive results. To sum it up, he walked the talk and he talked the walk. This was impressed on me with great appreciation.

The tasks of writing technical papers Dr. Dar gave us were good opportunities to hone our skills in writing. With the task went the trust he readily expressed although not in so many words but in his very gestures and actuations. Whether we were worthy of his trust or not, was not a question in his mind. For WDD, what mattered at the end of the day was the learning and growing experience that enabled us to achieve his shared goals for the Consortium.

HARC Family

There were happy and joyful moments, as the HARC evolved to be a family. Everytime Dr. Dar went abroad, each of us would have “pasalubong” (presents) like petite figurines and other souvenir items without fail. Dr. Dar shared his travel experiences with all of us dovetailed with slides (as the gadgets were among the in-things then) providing us the natural feel of the trip like we ourselves visited those places too. He would also pass on documents from the conference he attended (local or international) to concerned staff for reading and for file. To him, knowledge and information sharing was essential in achieving the organizational goals.

From one of his US visits, Dr. Dar gave me the honor to open a canister labeled “chocolate”, not knowing the prank in store, I eagerly opened the present, and voila, the contents were not chocolates as anticipated but a clown that sprung from the can. I guess that left a funny expression on my face, but after the “shock”, we all burst into laughter. There were outings too (sometimes with the children) and this strengthened the bonding and teamwork among us at the workplace.

There were moments where differences would surface in the workplace, but these were resolved through dialogues and actions concretized with “win-win” solutions. This practice renewed energy to start afresh to serve.

The “Dar Academy: A BSU Blessing”

I think my batch mates at HARC/HARRDEC would agree that our time under Dr. Dar was like a training course from an academy, the “Dar Academy”. There were no certificates of completion in this academy, but the life-size insights and lessons we learned have molded us to become sensitized citizens aspiring for positive results wherever and whenever opportunity asks.

As an alumnus, Dr. Dar continues to sow seeds of development, encouragement, and inspiration to his Alma mater, to his country, and to the other nations of this planet. Even after Dr. Dar had changed avenue, the Benguet State University continues to harvest the fruits of this affiliation. He has reached the highest governing body of the nations, the United Nations, by being the Chair of the Committee to Combat Desertification and a member of the Science and Technology Committee. Yet in his heart and mind, it has been the poor farmers he vows to be always there for. This testimony makes a Filipino proud and prouder still at Dr. Dar’s example of a servant leader!

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Grace T. Bengwayan is the University and Board Secretary of Benguet State University. She is also a Part-time Faculty of the Graduate School and at the College of Agriculture at Benguet State University, adviser to the University’s student publication, *The Mountain Collegian*.



“Dr. Dar continues to sow seeds of development, encouragement, and inspiration to his Alma mater, to his country, and to the other nations of this planet.”

HONORABLE MENTOR, RESPECTED LEADER

Andre P. Amadeo

The year was 1980 when I just graduated with a Bachelor's degree in Agriculture major in Soil Science from the Araneta University Foundation (AUF). I was so grateful when I was hired by a humble and respected leader as one of his staff at Highland Agricultural Research Center (HARC) based at then Mountain State Agricultural College.

The HARC was the first government agency that hired me as a Science Research Specialist. Although I did not have knowledge regarding the programs of HARC, the leader was so considerate and generous in directing, leading, and guiding me how to team work with the rest of the members of the Center. Consequently, I learned how to work with others so all our farmer-beneficiaries would benefit from the services and technologies the Center's generated, improved, and disseminated.

The Top Man

The man on top is humble, kind, calm, industrious, and intelligent. He communicated his objectives to us his subordinates in a clear, simple, and understandable way. He maintained his cool and related to us in a dignified manner even under stressful situation. His mind was focused on how to build his plans according to a vision he shared with us to carry out and achieve them successfully. The respect WDD earned from all of us, his technical and support services staff, was meritorious. Through his words and deeds, our humble leader made evident his genuine concern for his staff and for the clients in particular the farmers to improve life's condition.

He left Benguet State University (BSU), his beloved Alma Mater, to serve the entire Filipino nation and eventually, the world through excellent research and development programs for high impact.

I hope our Leader shall continue his services primarily for our countrymen, whether in a private or public capacity.

* * *

Andre P. Amadeo is the Station Manager, Philippine Broadcasting Service, DZEQ Radyo Ng Bayan Baguio (999 KHz), Baguio City.



“Thank you very much, Dr. Dar. I am one of your children whom you have mentored several decades ago, I shall also do the same---continue serving our countrymen in a dignified and honorable manner.

Long live Sir! May God bless you and your family!”

HARDWORKING LEADER-MENTOR

Joseph Andre John O. Martinez

The human act of remembrance can be powerful indeed. When we remember, the power of the past comes enlivening the present. In particular, lessons from the past impact our present and shape our future when we remember. I am using this ability to strengthen my relationship with the subject of my reminiscence.

When I sat down to write this piece, I searched my heart (as promptly tipped by the Team) and in so doing, flashbacks from the distant past started to unfold with relative ease. Meeting Dr. Dar face-to-face for the first time took place some 29 years ago. In that appointment etched forever in my mind was an occasion of blessings I never expected in the least. I was interviewed as scheduled then unexpectedly hired as a research assistant at the Highland Agricultural Research Center (HARC). I was delirious! I now have a job! My first!

Perseverance and Hard Work

These traits are among the two of the most important personal values that I learned from Dr. Dar of which I am glad to say, greatly contributed on the advances I made professionally and personally. When we were working at HARC, we were encouraged repeatedly to always do our best. So we did exert those extra efforts, by “burning the night candle”, reading any additional books, and operating available equipment so we can finish the task assigned to us.

Dr. Dar is a very passionate public servant. He always brings out the best from his subordinates, always requiring us to give the best of what we have in doing every assigned workload. These valuable experiences serve as powerful tools not only in doing efficiently my job but also in going through this journey of LIFE with relative ease.

THE ODYSSEY OF THE HOMEGROWN BOY GONE INTERNATIONAL

In retrospect, let us walk in the park and take a look at events of the past six decades marking WDD's amazing life and career.

In 1953, the soil in the "waterlogged" Danuman West Village in Santa Maria, Ilocos Sur welcomed a newborn into its bosom who soon grew up to be a man strained with bravery and wanderlust, two powerful strains fortified with a strong sense of responsibility and the belief inculcated in his very young mind that God loves and readily helps those who help themselves. These same traits cannot seem to wait to manifest themselves.

A decade after, at a tender age of ten, Vigan, the urban capital town of the province of Ilocos Sur, beckoned. Though initial shock engulfed his tender feelings and sensibilities on what he saw to be the plight of the poor farmers in the city, fresh insights dawned and took shape on what he would aspire for in his life. In his young inexperienced mind, he saw that such lowly plight can be changed for the better. And this vision has become the theme of his life's work: a dignified life for Filipino small holder farmers through excellence in agriculture and resources management. And so the dream was borne!

The next destination was Baguio City and La Trinidad, Benguet where the Mountain State Agricultural College (now the Benguet State University) is located. There, he was set to obtain higher education and nurture some roots of belongingness; to get and secure a productive and meaningful means of earning a living—reaching the academic rank of Professor 6; to be blessed with the right choice of a partner to raise a family; and to start occupying managerial positions: all of which took place in a span of 15 years.

As a matter of destiny, from BSU, WDD found his way through the big league of national planners and decision makers and got appointed as the first Director of the Bureau of Agricultural Research of the Department of Agriculture (DA-BAR). He worked harder and learned faster to help build BAR into a strong and effective research coordination body (1987-1994).

The road to a more prominent and influential position did not stop at the Bureau. Now that Dr. Dar has what it takes to lead in nurturing and invigorating agriculture as 70% of the Filipino depends on it as a main source of occupation, he was entrusted to hold the rein of the apex organization of the Philippine national agricultural research system, the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCAARRD), as its fifth Executive Director. Ever-determined to do very well, Dr. Dar succeeded in making PCAARRD the number one Council in the whole DOST system. He did this by engaging all the Council's staff member, detractors and allies alike, partners and stakeholders.

Has the dream come true? Perhaps, a glimpse of it has been seen vividly at a distance. Then Dr. Dar was appointed in 1998 to be the Secretary of the Department of Agriculture! At this juncture, the dream has finally come true: to serve the smallholder farmers and anchor their realities to frame national agricultural policies.

And the mission continues! Incidentally, while Dr. Dar was at the helm of different government entities, his knowledge and skills were tapped not only at the national level but also at the more renowned international organizations both government and private where he was engaged as Chair or member. One of such organization is India-based International Crops Research Institute for the Semi-Arid Tropics (ICRISAT), a member of the powerful, influential, and prestigious consultative group of international agriculture research and a sister to the equally renowned International Rice Research Institute (IRRI) in Laguna, Philippines). At present, WDD is serving the 14th year of his third term of 15 years as the Institute's Director General.

So many factors and attributes have been considered in measuring success and in what it takes to succeed. The A to Z ingredients may be worth enumerating as guide in describing what WDD has become in the process as he rises in the pinnacle of his career and becomes the servant-leader of poor farmers as he is "a son of the soil and a visionary on major issues" in the words of His Excellency, A.P.J. Abdul Kalam, India's 11th President.



*At all times he is visibly near, thanks to digital modes;
Because he listens, he understands, and
Continues to share and bear; hence,
Don't ever doubt his concern, it's genuine.*

*Even though trials come,
Faith he has to see him through
God he believes holds him close to His Heart, yet he is
Humane beyond doubt.*

*Imagination, this he has in abundance
Joyful giving his constant being; he
Keeps his cool even when the mercury is rising and his
Loving heart breeds positive thoughts that
Moves him closer to his vision for the soil tillers.*



*No other friend you'll ever find
One whom others emulate
Pace setter, always innovating.*

*Quiet and refine, yet
Relentless in pursuing uncharted paths
Science with a human face, his service mantra
Technology for the forgotten poor, his device.*

*Unassuming, ever modest in all his ways,
Victorious in his pursuit but magnanimous,
Warm and pleasant;
eXhaustive, always moving, finding ways, providing
directions and means.
Yes! He always yearns for knowledge, and his
Zest keeps him attentive, dynamic, innovative, and vigorous.*



- R** Remarkable & cheerful in sharing his accomplishments and making significant impact to life of others
- A** Achiever with fly high qualities
- D** Dedicated to his commitments beyond doubt
- D** Dynamic & daring; out of the box & unconventional thinker
- M** Marvellously determined & so steadfast in pursuing his mission
- A** Agile minded, active, motivating & encouraging
- I** Inspiring & Vibrant human being
- L** Laudable for his contributions to the CGIAR System
- L** Leader of the band, his leadership quality makes clear way to his vision
- I** Indulgent Personality, as he is always ready to give his time, support & ears
- w** Warm, Wise and sincere in the way he relates to others



Thank you so very much, Sir, for the time I spent in HARC (now the Highland Agriculture and Resources Research and Development Consortium or HARRDEC) where I acquired great lessons to live by especially in my present work! The debt of gratitude I absolutely owe you, Sir, is engraved in the bottom of my heart because these lessons were freely shared. I assure you, Sir, this investment will see me through in my career although at present there are still many things that I need to improve to excel. I am certain to succeed because I am equipped with the basic ingredients I developed during my time in HARC! Indeed, striving for success without hard work is like trying to harvest where you haven't planted. People who work hard and trust their effort really win! I am determined to continue learning from you.

* * *

Joseph Andre John O. Martinez is a Provincial Officer at the Fertilizer and Pesticides Authority (FPA) in Pangasinan province. The FPA is an affiliate government agency of the Department of Agriculture based in Metro Manila, Philippines.



“From the bottom of my heart, I do wish you, Sir, good health in mind and body. May our compassionate God give you longer life to continue your mission of caring for the poor farmers worldwide and sharing those time-tested and proven winning traits with those needing them most!”

PASSIONATE KNOWLEDGE-SHARER

Fernando R. Gonzales

Teaching encompasses far more than passing information from teachers to students. Teaching is illuminating students not only with interesting and useful material but also with visions of where they might end up if they learn well. Great teachers are rare, and few people, including school administrators who hire teachers, know what it takes to be one. Although some of the qualities of great teachers are subtle, many of them are identifiable. I will elaborate on this a little later. Let me point out some facts that will lend credence to my claim.

From among the many teachers I had, Dr. William D. Dar was one constant fixture in my classrooms all the way from high school (Baguio City National High School) to graduate school at then Mountain State Agricultural College (MSAC). I hold a doctorate degree in Horticulture. If there is such a thing as Loyalty Medalist bestowed upon a student for staying in school for 10 consecutive years, what would you render a student who was under a teacher for more than a decade from high school to graduate school? Well, give myself a medal of honor for being under a great teacher!

I consider this initiative to pay tribute to Dr. Dar timely because I now possess the ability and the conviction to articulate without hesitation that he is a true icon of a great teacher. I saw and felt his confidence in his ability to discern when students are learning and to inculcate in his students the lessons presented in a logical and easy fashion. In dealing with students with various age levels of maturity and prior knowledge, he exhibited a unique way of reaching to them accordingly.

Dr. Dar was young in age but old enough in experience to give clear goals and thoughts on what students should know and do at the end of the term and how to reach those goals.

An Administrator-Scientist

With much help from Dr. Myer Mula who was then at the regional field office of the Department of Agriculture in the Cordillera region (DA – CAR), we crafted a research proposal on chickpea seed production in CAR. Dr. Dar was already the Director General of the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT), so we had the confidence to request chickpea seeds for trial in the region. The positive response resulted into a Memorandum of Agreement signed in April 2008 at Benguet State University (BSU) by the DA-CAR, ICRISAT, and BSU. The project was to undertake the chickpea production in the Cordillera region. Initial resources included 120 kgs of chickpea seeds consisting of 30 cultivars from ICRISAT and the kick-off PhP 50,000.00 from the DA-CAR, which was facilitated by Dr. Myer Mula.

In 2009, Dr. Dar endorsed favorably another project for Philippine Council for Agriculture, Forestry, and Natural Resources Research and Development (PCARRD) funding our research proposal on Introduction, Evaluation, and Development of Package of Technology and Promotion of Chickpea (*Cicer arietinum* L.) Varieties in the Cordillera. During the three-year implementation of the project, chickpea has been slowly introduced in the different cool parts of the region as a nutritious and profitable legume farmers can grow, prepare, and processed in a variety of ways.

Moreover, Dr. Dar donated a machine not only to BSU but also to Mariano Marcos State University (MMSU) to produce *dhal* and flour from chickpea and pigeonpea. While in ICRISAT on a month-long training, I appreciated Dr. Dar's gesture of allowing me to choose the dhal machine. The size is appropriate for household processing with only small amount of seeds needed to operate the machine.

A Caring and Sensitive Colleague

In 2010, another blessing came my way because Dr. Dar continues to care for BSU colleagues like me. So in January, I attended a month-long training course on Chickpea Breeding and Seed Production. Although Dr. Dar is a constant fixture in my school days (as I mentioned earlier), it was in ICRISAT where the genuine bonding occurred. He shared with me his great views and outlooks of the world he vows to serve through quality research for development. He told me how he can lead people especially the poor farmers to farm not only to have something to eat but to earn a living to improve their lives. During those moments, I can virtually feel his enthusiasm and passion for his mission. He does not seem to be burdened by administrative hassles or isolated problems and his attitude towards his work, unwavering. His energy is so infectious! No wonder, Dr. Dar reaps success in almost everything he sows.

“WDD shared with me his great views and outlooks of the world he vows to serve through quality research for development.”

And I cannot help but get fired up. I felt encouraged and driven to grow further; to become more insightful as a teacher and as a scientist. I should be more like him, follow his footsteps, intensify my care for my students and renew my commitment to BSU with vigor.

For all these, I will always see Dr. Dar as a model: a great teacher-scientist- leader!

* * *

Fernando R. Gonzales is a Professor and a Researcher at the Department of Horticulture, College of Agriculture, Benguet State University.



HALLMARK OF PEOPLE DEVELOPMENT

Ines C. Gonzales

A leader who is committed to people development is worth not only celebrating but also emulating!

Dr. Dar's continued commitment to staff development is foundational to the organization he serves, supports, and collaborates with. He's fully convinced that the capabilities of human resources must be enhanced to be successful partners and contributors to the organization vis-a-vis with their professional careers.

The Benguet State University (BSU) means a lot to Dr. Dar. It is his alma mater (having finished his baccalaureate and master's degrees both in Agriculture); former employer for 17 years; the place where he met his wife, Betty, a fellow faculty with whom he raised a family; the infuser of knowledge, skills, and work ethics; and a dynamic partner organization of the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT), his present agency where he is now serving for 14 years!

Although Dr. Dar left BSU more than 25 years ago, he kept coming back as a Guest of Honor, Keynote Speaker, Most Distinguished Alumnus, and Institutional Partner in several major events in the University. These remarkable roles were all extended as accolades for a beloved son who did not only forget to serve BSU in a variety of ways but also for what he has become in the process of transforming himself in serving humanity across several continents.

Long after Dr. Dar has left the portals of the University to join the global league of agricultural leaders, so many of us here at the University have continued to benefit from Dr. Dar's signature of service: people development.

The Investments

My husband, Fernando “Nanding”, and I were among the privileged few to join the BSU renowned research fellows of ICRISAT.

In 2008, I joined the Training on Molecular Methodologies for Assessing and Applying Genetic Diversity in Crop Breeding on November 11-28, 2008. Soon after, Nanding had his opportune turn when he was invited for a scientific capability enhancement activity on Chickpea Breeding and Seed Production from January 6 to February 12, 2009.

His capacity on building programs, building people for growth and understanding ensued as a matter of course. Equally enhanced is our ability to network. A new level of self-confidence surfaced as well. With our morale boosted and running high, we separately developed and implemented projects on “Introduction, Evaluation, and Promotion of Chickpea” in the Cordillera with financial support from the Philippine Council for Agriculture, Forestry, and Natural Resources Research and Development (PCARRD) and “Development and Commercialization of Chickpea-based Food Products” with external funds from other agencies.

The Returns

These training courses increased our knowledge and skills in doing quality research for development work aimed at improving root crop and legume production and processing in the highlands of the Cordilleras. They provided us with better perspectives to guide us manage our separate assignments in the University. We learned so many ways to deal with certain problems that made us succeed in improving many situations.

One of the greatest contributions our present modern time brings is having great people who care. To succeed in any endeavor, learn from these great caring men who have already achieved a desirable level of success in their chosen field. Although there is no set formula for success, there is a set of standard and pattern for one to follow to succeed. It pays to follow the thinking, methods, and strategies of successful persons. In our midst, we have one pattern of a person who is not only successful but also great and caring and his name is William Dollente Dar!

* * *

Ines C. Gonzales is the Director of the Northern Philippines Root Crops Research and Training Center (NPRCRTC), Benguet State University. She is a Crop Management Specialist.



“A beloved son who did not only forget to serve BSU... but also for what he has become in the process of transforming himself in serving humanity across several continents.”

RURAL DEVELOPMENT MENTOR-CATALYST

Noel C. Villa

My life has always been filled with blessings from God and Dr. William D. Dar, or “WDD” as we fondly call him then and now, is one of the instruments God used to mold my life in terms of direction and work perspectives. Together with his wife, they became part of our lives as godparents when Eme and I got married.

The Initial Encounter

Way back in high school, I was a fourth year student then when I first saw WDD. At that time, I never had the inkling that this man would play a great role in my professional and personal life. He often dropped by the house to see our boarder, Prof. Marilyn Toledo, her statistical analyst then.

During these visits, I would see him engaged in small talk with my mother. On one occasion, I heard WDD asked my mother what I intend to take up in college. She told him that I was interested to enroll in Agricultural Engineering. His advice, however, was different. He explained to my mother BS in Agriculture major in Soil Science, which was a better choice. Actually, he said that this degree is similar to Agricultural Engineering; but my chances for employment are greater with the former.

Like an angel, what he professed led me to have the best technical base in my work presently as an agriculturist at the Department of Agriculture-Cordillera Administrative Region (DA-CAR).

The Leading Path

After finishing college, my first attempt at securing a job at Benguet State University (BSU) was a letdown. Dr. Lucio B. Victor, the University President at that time, recommended Mindanao as an option. Wanting to start working home-based, I decided to try the regional Department of Science and Technology in the Cordillera with Dr. Saturnino M. Ocampo as the Regional Director. Although there was no vacancy at that time, Dr. Ocampo graciously asked me if I applied in the Highland Agricultural Research Center (HARC) as there might be job openings there because his office just approved a project for HARC. He wrote a note on my application letter and instructed me to bring it personally to WDD.

Without hesitation, I immediately proceeded to where I was directed to go. Having no work experience, I agreed to WDD's offer of a two-month on-the-job training. Hence, a schedule was set for me to report for work. It was in March 1986.

The Mentor

The first assignment I was to make was a simple project proposal. Later, I learned that this initial output was a way for WDD to determine my ability. For three weeks, he checked on me each week if I made any progress. On the third week, I still did not submit the expected output and he asked me why. Under the circumstance, I could only be honest with him. I told WDD, "Sir, I don't know-how to make one". To my surprise, he gently said: "I know that you don't know how to make it but I asked you to make one so you'll get to know it. This is a sure way to learn... try and do it yourself". These words still come to mind when I was struggling, working on difficult situations.

But WDD's encouragement didn't stop there; another week passed and he asked me again how I was doing. I told him I was making some progress developing it although still with lots of difficulties. Then, again in his soft spoken words, he told me, "You see, in this office there are senior staff members who are Manang and Manong (big brothers and sisters) to anyone humble enough to request for assistance. But you have to ask, and don't be shy, and they will oblige. We all work here as a team"!

Well, the rest is history. I delivered and evidently with satisfaction because my (On-the-job training) OJT period was shortened to just one month. On the first day of April 1986, I received my appointment as a Research Assistant.

The Leader

Time is a great teacher. And as I searched my heart for the things of the past, I realized one important matter. At HARC, it was always working with WDD and never under WDD! I was made to feel I was a needed partner, a team member with a unique role to perform that no other can. In our regular meetings, he basically dealt with us with his three questions: What have you done? What are you doing now? What are you going to do next? A process of self-accountability, a shared mission we all agreed, a covenant, a commitment.

For any form of partnership to prosper, WDD has innate desire to give, to share with people he works with. His efforts for capability development are truly remarkable. Once WDD gets to know something you love to do, he would always give you the exposure and resources you need to excel. And I was blessed to be provided with situations to develop important skills in audio visual planning, presentation, and management. I was assigned to handle visitors' services of the Consortium and sent on a training course on sound-slide production. With WDD's tutelage and unconditional support, my love affair with Mass Communication has developed and found fulfillment.

I realize that WDD is a Boss whose ultimate objective for his subordinates is to be more competitive and become well-equipped public servants. I consider this his mission, a dedicated service to God and humanity.

Despite his brilliance in managing an organization, his emotional intelligence is quite apparent. Although he is hard working, a workaholic, yet there were bonding moments with his staff. WDD showed us in many occasions the organizational value of "I'm OK, you're OK" orientation. Every time we're done with major activities, WDD always found ways to schedule fellowships guaranteed to result in happy moments. And in many a times, his family joining us along with our respective families, we at Highland Agriculture and Resources Research and Development Consortium or HARRDEC (elevated into a Consortium in 1987) in the process became one happy family.

The Advocacy

The passionate advocacy WDD exhibited for rural development was remarkable. Working with colleagues on special projects at HARRDEC on village empowerment and development created an indelible mark in my heart to sincerely work closely with farmers. This passion, like a plague, so infected me and paved the way for me to do my best to serve. I am currently an IPM-leg man at the DA-CAR's Field Office and does various tasks that concern farmers' empowerment and community development.

I could proudly proclaim to the world that I truly enjoy my work, which has been initially due to one man, WDD, whom God used as His instrument to mold me; to lead me where I am today, to serve the farmers.

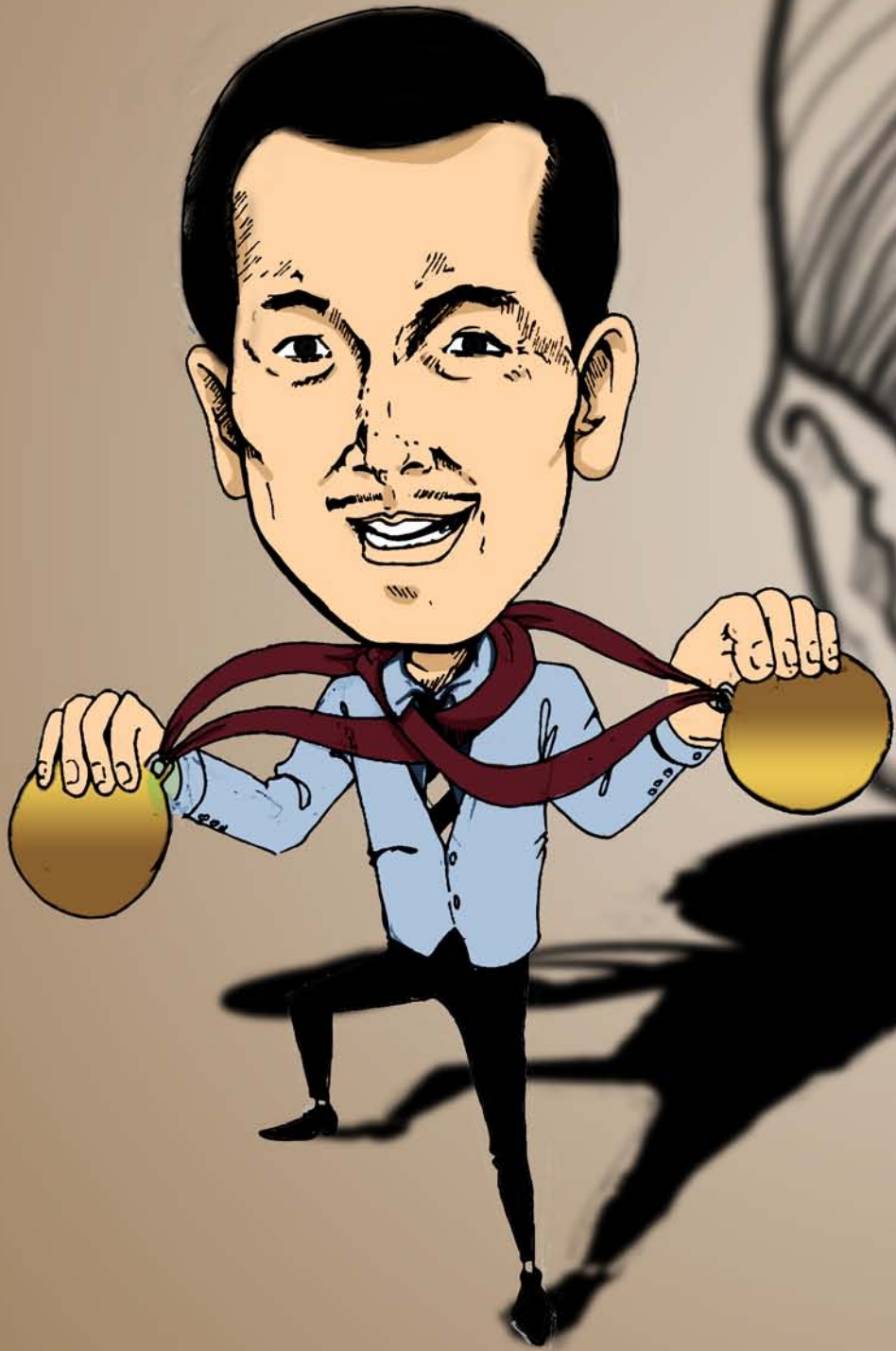
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Noel C. Villa is an Agriculturist at the regional field office of the Department of Agriculture in the Cordillera region based in Baguio City.



“WDD’s ultimate objective for his subordinates is to be more competitive and become well-equipped public servants...”

*Mabuhay po kayo sir Dar!
Mabuhay ang Pilipinas!”*



PROGRESSIVE
ACHIEVER



A LEGENDARY NATIONAL PRIDE

Ben D. Ladilad

It is indeed a great privilege to know Dr. William Dollente Dar. We have been classmates, friends, and colleagues. I usually say he is the best looking guy on the campus and I am next. Of course more than the looks, I know countless would profess of his aptitude of being a great leader.

In 1988, a period when the Philippines started to invest heavily in building a national system of advanced agricultural research institutes, Dr. Dar was chosen to serve the Bureau of Agricultural Research (BAR) of the Department of Agriculture as its first director. From this engagement, he advanced further to become director of the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD), which he made into a number one Council in the whole Department of Science and Technology system. It was during this stint that he served on the governing boards of international research bodies such as the International Rice Research Institute, International Maize and Wheat Improvement Center, and the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) among others. He also served as Acting Secretary of Agriculture and as Presidential Adviser on Rural Development with a cabinet rank during the incumbency of President Joseph “Erap” Ejercito Estrada. Then in 2000, Dr. Dar joined the league of CGIARs Director Generals. His many years of great leadership exemplify a rare combination of mission, action, and deep understanding of all stakeholders. His book “Feeding the Forgotten Poor” stands like a monument of his great love for the most marginalized sector of society, the semi-arid farmer.

For his exemplary achievements, he received countless accolades, the most recent of which I included in my humble tribute. In 2009, he was conferred the Father Jose Burgos Award, Ilocos Sur’s most prestigious award for his outstanding achievement in the field of agriculture. In recognition of his excellent and outstanding contribution to pulses research and development, he was honored with the Indian Society of Pulses Research and Development Lifetime Achievement Award. Also in the same year, the University of the Philippines Los Baños (UPLB) honored him with the Outstanding Alumnus Award. In November 2010, he was conferred the Lifetime Achievement Award by the PCARRD

Scholars Association, Inc. In August 2012, he received the BAR Legacy Plaque of Appreciation for his invaluable contributions as the first Director of BAR, setting its directions and bearing as the research and development arm of the Department of Agriculture. In June 2013, Dr. Dar received the prestigious MS Swaminathan Award for Leadership in Agriculture for the year 2013, instituted by the Trust for Advancement of Agricultural Sciences of India. In November 2013, he was conferred with the “Excellence in Agricultural Leadership Award” by the Association of Agricultural Technology in Southeast Asia. More recently, Dr. Dar was conferred the prestigious Federation of Asian Biotech Associations (FABA) Special Award 2014.

As an educationist, agricultural scientist, and administrator, he has a distinct way in bringing out the best in every one, no coercion but full cooperation. He instills in all a clear noble goal. His innate instinct of knowing the specific needs of his clients makes him undeniably loved and respected.

A National Pride

Indeed, as the first Filipino and first Asian Director General of ICRISAT, Dr. Dar makes every Filipino truly proud. He was credited and made renowned for what ICRISAT has become learning in the process both investors’ and stakeholders’ confidence. He proactively widens collaborations that led to an array of institutions engaged in agricultural research for high impact and interlinked in an even-tighter fabric of partnerships. He opens the eyes of the research community from both the public and private sectors that “a rising tide lifts all boats”. His work is marked by unsurpassed efficiency and excellence.

In championing the cause of the poor, his Inclusive Market Oriented Development (IMOD) initiative is passionately designed to help alleviate the conditions of the poor people living in the semi-arid tropics of Asia and sub-Saharan Africa.

Amidst his high stature as an international administrator, I am so grateful that Dr. Dar firmly and continuously extends assistance to the Benguet State University. He has strongly supported Research and Development (R & D) undertakings through the chickpea and pigeonpea projects and in R & D staff capability enhancement through which I am personally a beneficiary.

* * *

Ben D. Ladilad, an Administrator and a Scientist, is the fifth University President of the Benguet State University (December 2011-Present).



“I deeply appreciate not only what you have done to me but also what you have taught to me as a leader. Thank you and Mabuhay ka, Dr. William Dollente Dar!”

GREAT & INSPIRING ACHIEVER

Rogelio D. Colting Sr.



“Willie” or “Willy” as his colleagues and friends fondly call him is a man of integrity. He is a world renowned visionary leader with exemplary leadership qualities. He generates respect not only from his subordinates and peers but also from his superiors.

Dr. Dar is globally acknowledged to have revitalized the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) based in India into one of the most vibrant members of the Consultative Group of International Agriculture Research (CGIAR) Centers of the world. He is the first Filipino and the first Asian Director General (DG) of ICRISAT and the first DG to be requested to serve in such capacity for more than two terms of 5 years each because of his outstanding stewardship of the Institute.

In the Philippines, he served the Government as a teacher, a scientist, an administrator, a policy-maker in different offices. Quite notable was his pioneering leadership at the Bureau of Agricultural Research of the Department of Agriculture (DA-BAR). Being its first director, he laid down the foundations for the effective and efficient management of the Bureau. At the Benguet State University (BSU), he was accorded as the Most Distinguished Alumnus. The University is proud of him and in recognition to his various achievements in research and development management; human and natural resource management; and institutional development here and abroad, the University conferred upon him the degree of Doctor of Resource Management, *honoris causa* in 2007.

Despite his phenomenal successes and international prominence, Willy remains to be a humble person. He is always ready to share his ideas and thoughts on various issues to his colleagues and friends, and to the academe and scientific societies as a keynote speaker or through his messages after receiving accolades and recognition awards from various institutions.

He inspires people; giving advice to anyone willing to learn from his vast experience in building team spirit and achieving excellent organizational performance, especially to the budding Filipino administrators of state universities and colleges and junior scientists. He supports and encourages them to benchmark and network with top performing organizations like ICRISAT.

Through Dr. Dar's invitation, I was one of the recipients of a benchmarking/networking visit to ICRISAT in 2008 during the Institute's anniversary celebration. It was a great learning experience for me and a rare opportunity to link BSU with ICRISAT on sustainable agriculture that led to the course offering of a post-graduate certificate course in organic agriculture at the Open University of BSU. Other collaborative activities in research, conduct of seminars and workshops were also pursued thereafter between the two organizations.

* * *

Rogelio D. Colting Sr., the Benguet State University's fourth President (2003-2011), is a Soil Scientist and the first University Professor of the school.



"I wish to thank Willy and the ICRISAT family for their warm hospitality during my scientific visit to the Institute. The unwavering support of DG Dar to BSU is likewise highly appreciated."

SERVING HUMANITY THROUGH SCIENCE WITH A HUMAN FACE

Cipriano C. Consolacion



I have known Willie since the Mountain State Agricultural College time (now Benguet State University or BSU) under the presidency of Dr. Bruno M. Santos. I transferred from the Bureau of Agricultural Extension (BAEX) while Willie came from the Baguio City High School. Although we pursued our doctorate degrees at almost at the same time at UPLB, we happened to be classmates in one subject. His area of specialization was Horticulture while my field was in Agriculture Extension.

Towards a comprehensive campus growth, Dr. Bruno, the incumbent College President at that time, embarked on a massive manpower development scheme. Consequently, Alejandro Castro, Conrado Oliveros, Lucio Victor, Ben Ladilad, Willie Dar, and I were sent to UPLB to pursue our respective doctorate degrees armed with scholarship grants from the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCAARRD) and other development organizations. Among us all, I corroborate what friend Ben claims every time he has the chance to declare openly that Willie is the most handsome among us and that he comes next. At that time, we were truly blessed with great mentors and leaders who provided us with support to excel. One of these leaders is Dr. Saturnino M. Ocampo in his capacity as the Vice-President for Research and Development. Through the team he built to help enhance the strategy of the School, we learned to be visionaries capable of articulating the path for the School through a comprehensive and inclusive development plan.

As a colleague, Willie is a team player. He is communicative, intelligent, and pleasant. As a communication researcher myself, I recognize the competence of Willie in interpersonal interaction. He is an excellent strategist and is goal-driven. He interacts excellently to share knowledge of self and others for high impact in agricultural endeavors. And he mostly does this in an amiable way. This remarkable trait is inclusively manifested to people he works with and for as well as in every event he is meaningfully engaged in.

Another thing I can say about Willie is his effective organizational skill especially along time management. He attends meetings on time, shows up for scheduled appointment, and is prompt in giving his responses, positive or otherwise. I have never known him to procrastinate. This leadership quality makes him productive and efficient.

During the time of Dr. Battad as President, our professional and personal relationships became stronger. We are compadre because I stood as godfather to his only son Jr. who we lost to the big “C” as a very young boy. Dr. Battad used to call us, Willie, Percy A., and myself, at around four o’clock for early morning coffee conferences that at present we savor recalling with fondness.

Being organized has to do with the ability to prioritize. Dr. Dar is a highly organized colleague. I can stand witness to this performance as we were together in a lot of tasks. When faced with a long to-do list to get through, his organizational skill is remarkable. He can decide the order that the items should be completed based on level of urgency, time, resources, and convenience. And such knowledge and skill allow him to stay on top of the tasks for successful outcomes.

Over the years, in and outside of the country, Dr. Dar’s professional life has been noted as one of a dedicated service. His armor for this mission is agricultural science with a human face! This dub connotes the involvement of the heart that manifests its desire for development through the human face that expresses compassion in deeds and words especially for the poor farmers. His concept of development has always been for people, by the people, and with the people. The ultimate goal is the improvement of the human condition that brings forth abundance, health and wealth, friendship, happiness, and peace.

Cipriano C. Consolacion, the third Benguet State University President (1993-2003). He has retired from the government service and is currently serving as the Dean of the Graduate School at the PanPacific University of Northern Philippines (PUNP).



“Willie, I commend you for the kind of leader you have become; I feel proud of you as my colleague and friend. May you and your family be blessed constantly and generously by our Almighty God.”

A STALWART OF DEVELOPMENT

Lucio B. Victor

In Remembering

The Student. In the early 70s, a young man named William Dar came to the Mountain State Agricultural College (MSAC) to complete his Bachelor of Science in Agriculture major in Horticulture, which he started at the Ilocos Sur Polytechnic State College based in Sta. Maria (Ilocos Sur). Being a newcomer from the lowlands, I took particular notice of Dar. He was organized, able to finish tasks on time, and had other attributes that will serve him well as a leader and even as a teacher. Although quiet most of the time, he was observed to get along well with other students and teachers. Setting aside his height, he always managed to create the impression of standing out from the rest of the crowd.

The Young Executive. After obtaining his Master's degree, which he pursued right after his BS, MSAC hired Dar to join the faculty of agriculture. It did not take long before he was recognized as a team player, gracious in accepting criticisms, both positive and negative. His leadership qualities became apparent when he was appointed by MSAC President, Dr. Bruno M. Santos, to head the Highland Agriculture Research Center as its coordinator. This Center, under his coordinating leadership, soon got elevated into a Consortium with member-agencies increasing into a hundred percent. His enthusiasm, professionalism, and interpersonal communication skills endeared Dar not only with the administration officials, support services staff, and students but also with the leaders and members of the Region the school primarily is mandated to service. These strengths as exemplified by Dar were recognized as productive for the mandates of the College. So, it surprised no one when he was sent along with a number of deserving employees to University of the Philippines-Los Baños (UPLB) to obtain his doctorate in Horticulture, which he finished in three consecutive years.

His brand of leadership created an environment where learning and cooperation easily took place. His strong personality, dedication, and rapport with those he worked with made it easy for everyone to rely on him. The impact of the Asian Development Bank – supported Highland Agricultural Development Program and the Ford Foundation- supported Highland Rural Development Program to the Region are living testimonies! These two distinct development initiatives for the highlands, recognized as Dar’s brainchildren, paved the way for greater undertakings that contributed to the development of the Cordillera region along agriculture.

As his teacher, colleague, and later President (Dr. Dar was Vice-President for Research and Development when I took my oath as the second BSU President), I am fully convinced that Dar’s organization and communication skills promoted learning, built leaders, and created robust working relationships and partnership that strengthened the University. I also considered him as one of the pillars that brought the University into the mainstream of development.

* * *

Lucio B. Victor, the second Benguet State University President (1986-1992). After his retirement in government service, he remains active in community services.



“I consider William as one of the pillars that brought the University into the mainstream of development.”

A RARE LEAGUE OF HIS OWN

Danilo P. Padua

The Self-made Achiever

I have known Dr. William Dar for more than 30 years. To my mind, he belongs to a rare breed of leaders committed to serve, to enable, and to transform. The numerous international, national, and institutional awards he earned attest to this. His accolades were all based on his concrete accomplishments and therefore well-deserved without an iota of a doubt. I believe that in all of us there is this innate leadership potential but not everyone realizes this potential through self-made performance.

There is so much that I admired and learned from him.

The Visionary

A consummate planner and implementer at the same time, WDD sees the big picture behind all the minute details. He possesses that distinct ability to understand the lessons from the past, the realities of the present, and the likely consequences of a decision for the future.

He has the ability to win to his side the initially doubting Thomases whether they are superiors or subordinates. By focusing on the shared mission, WDD gains the moral leverage needed to enable all stakeholders (donors, superiors, subordinates) to be all they can be. In the early 1990s, the Agricultural Technology Education Association of the Philippines (ATEAP), a new grouping of public and private schools offering agriculture represented mainly by presidents, was looking for a keynote speaker for its first national convention. Many of the state universities and colleges' presidents did not know him then so when I nominated WDD to be the Speaker, many of the school presidents expressed their hesitations. After I introduced him with somebody supporting and endorsing, they accepted him over other nominees with some reservation. After his talk, most of the participants were so impressed; we got the right man.

Prior to his designation as Vice-President for Research and Development (VPRD) of Benguet State University (BSU) at 29 years old, he was entrusted as the first to head a Center geared for highland agriculture and resources development. The older and more experienced fellows from the Region, some



of whom were his former professors were adamant to accept him as their head because of his and no credible accomplishments known to them. Yet in no time, all those trivial talks went down the drain. He was accomplishing things much faster than expected. He helped build the then Highland Agricultural Research Center (HARC) into the Highland Agriculture and Resources Research and Development Consortium (HARRDEC) which became a byword in the world of agricultural research in the Philippines. He showed that he is a man of action.

The Enabler

Early on, Dr. Dar had fully grasped the importance of research for development and for a greater mass of researchers to be trained. In this regard, he formed a compact research training team made up of some BSU vice-presidents, deans, and young members of the faculty like me. Recognizing the potential for research in state colleges and universities in the Philippines, he focused his sight on empowering people for development through excellent researches in agriculture, natural resources, and environment. Within the context of service, WDD evolved a continuing education plan where he perceived greater possibilities that through this initiative can carry it through the future and commitment for research has earned for himself the respect and trust of fund-granting government organizations like the Department of Science and Technology (DOST) – Philippine Council for Agriculture, Aquaculture and Resources Research and Development (PCAARRD).

He believes that expertise should be shared, not kept; thus, he had mentored so many young people. His ability to develop the potential of people under his fold and make them more productive is evidently one of his outstanding traits. His determination for what he believes as achievable is beyond reproach. When he set his mind into something, better latch on to him—he will deliver!

Corollary to that, he has the uncanny ability to maximize the use of resources to the extent of even making those resources (both human and non-human) serves more than what could be expected of them. Moreover, he has an endearing characteristic of making one feel very important whatever his/her station in life is. He understands that people need to be accepted and recognized for their unique and special spirits.

Humane

Respectful of people. Raising his voice to make his point is foreign to him. While you loudly hear others to let you grasp what they want, his is a gentle voice that makes you feel what he wants. Despite his quiet demeanor, you feel his excitement and can almost see his eyes burning with excitement in his quest to reach his goal. Inevitably you get drawn to him in his journey to his dreams.

A friend through and through. He earns loyalty as he himself is loyal. He used to hang a poem titled “Loyalty” in his office because he expects loyalty from friends, subordinates, and loyalty to excellence.

“WDD earns loyalty as he himself is loyal...”

An icon of generosity. This character trait comes so natural in him that oftentimes many are surprised, including me of his gracious gestures. In many instances, I have seen this attribute not only with his friends but also with his subordinates of his rubbing off on his friends.

Humility, his hallmark. Dr. Dar is a well-known global figure in the field of agriculture science but he is still the same humble guy I had met when he was still a budding scientist at a tender age of 28.

The International Figure

When he graciously accepted me as a visiting scientist to International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) based in Patancheru, Hyderabad, India, I was a witness to his stature in the international arena. When he assumed the director generalship of the ICRISAT, the upper echelon administrators, especially the senior scientists of the Institute had initial reservations and a stern wait-and-see attitude because he is an Asian and a Filipino. All Director Generals (DGs) before him were Caucasians. But in my numerous conversations with the Indian administrators, it did not take long for Dr. Dar to win their support by showing them his personal charisma and exemplary leadership. He gave the Indian scientists the credit that they greatly deserved. He also provided them with greater space to practice their expertise. Generally, they became more fruitful and more confident in their work as months and years rolled by.

Dr. Dar’s human relations skills, understanding of management complexities in the international setting, patience, determination, and foresight had won him respect all these years. One has only to hear how reverently the old and the young in the Institute refer to him as the “DG”. Quite incredible too how many of the senior scientists in the Institute still desire and linger to work with Dr. Dar even after completing his three terms of 15 years as the DG and reaching a “mandatory” age of retirement.

The Bequeather

His penchant to instill confidence and self-respect in people did not stop with his blood relations. It extends to his colleagues, friends, and subordinates in many offices and positions that he occupied and in most special way, to the most ordinary farmer across continents. We cannot wait for the rise of his children and grandchildren!

* * *

Danilo P. Padua is a Professor-Researcher at the Department of Agronomy, College of Agriculture, Benguet State University. He is President, 2014-2015 of the Philippine Fruits Association, Inc.



AN ICON OF HONOR & FAME

Franklin T. Bawang

I learned that no man or a woman can be considered as an icon of honor and fame unless he or she possesses remarkable qualities and has achievements marked with excellence! An icon is universally recognized to represent honor and fame.

I have chosen this preamble to introduce one person, who after searching my mind and heart fits perfectly into this iconic frame!

I was a young boy growing up in La Trinidad Campus of the Mountain State Agricultural College or MSAC (now Benguet State University or BSU) when I first heard the name of Dr. William D. Dar. When I took my tertiary education as an agriculture student at BSU, our mentors often mentioned WDD's name with reverence and respect as an example of a dedicated faculty member, dynamic research administrator, and yes, a distinguished alumnus! It never occurred to me that someday I will be meeting him personally. When and where, I would detail later.

The Honorable Man

Prior to my own personal and direct experience, the initial knowledge I have of WDD came from how others in our academic community think and feel about him.

Long before I met WDD personally, I already learned that Dr. Dar is a humble person, very accommodating, down-to-earth, brilliant executive, quiet and well-mannered, a 'big' brother to many, and a devoted family man. I consider these characteristics as the very epitome of the ideal of a Filipino leader. I was told that he helps without hesitation especially in advancing fellow employees' professional growth. I learned how he had been instrumental in extending financial and technical support to those who had the desire not only to pursue graduate studies but also those who intended to attend equally important capability building activities, here and abroad. Beyond reasonable doubt, here is a Leader with a genuine intent to build leaders not only among his colleagues and associates but most of all among his staff! His brand of servant-leadership was also experienced outside of the academe when he became the President of the prestigious and elite Baguio City Lion's Club.



On a personal note, I will never forget the chance extended to me when I visited International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) as a Research Fellow. This three-month training course on Chickpea Production and Breeding I was so fortunate to engage in 2012 was absolutely an experience of a lifetime. During this entire period, ICRISAT became a home away from home especially when I got sick. Along with former BSU colleague, Dr. Rosana P. Mula and her husband, Dr. Myer Mula, Dr. Dar provided me with all possible assistance to get totally well and finish the course. I will always remember this fellowship undertaking at ICRISAT with delight and fondness while I also cherished and ingrained it in my heart and mind. And so I commit to share all the learning experiences with my officemates and students and apply them as appropriate in my work.

The Hall-Famer

As a farmer's son, Dr. Dar got no fascination for a degree other than agriculture, which he pursued all the way and completed at a relatively young age of 27! Had he stayed at BSU, Dr. Dar could have been one of our best professors at BSU but he was purposely driven by a vision of a better life for Filipinos through excellence in agriculture. WDD had to leave BSU to join technocrats in establishing the research arm of the Department of Agriculture, the Bureau of Agricultural Research. In his page-turner autobiography, he mentions his excitement to break through into the big league of national planners and policy makers. The phrase "food security for all" became his rallying call to action. Harnessing both internal and external resources of the Bureau, WDD as its first Director was able to help build BAR into a strong and effective research coordinating body in a span of seven years. But this giant accomplishment was just the beginning of a series of equally remarkable feats. His next assignment was to head the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD). Because of his determination, dynamism, and commitment, PCARRD became the number one council in the whole Department of Science and Technology.

As food is fundamental to good health, WDD believes that agriculture must be at the center of all socio-economic and political development. And so many were not surprised when in 1998, former President Joseph 'Erap' Estrada put WDD in the Department of Agriculture to serve as one of his Cabinet Members in charge of the agriculture sector. It was a dream come-true to have an opportune avenue to serve the entire nation through this sector.

With his impeccable track record of excellent and genuine concern to those he was mandated to service, Dr. Dar was invited to join among others the Executive Committee of the Asia-Pacific Association of Agricultural Research Institute (APAARI) where he was elected chairman for a two-year term. In this stint, Dr. Dar was now ready to conquer the international arena of agricultural research. And not long after, he did. In 2000, WDD received his appointment as the Director General of ICRISAT. He was the first Asian and Filipino to occupy the highest post of this international coveted organization.

For almost 15 years, the transformational turnaround of ICRISAT and for what it has become today is attributed mainly to the innovatively unique and effective leadership style and managerial skills of Dr. Dar.

Amidst all these glamour brought by numerous outstanding awards and honors of excellence bestowed on him, Dr. Dar remains a simple man, any Filipino in particular could be very proud of. As an agriculturist myself, I am awed by his passion for global food security, his deep concern for the forgotten poorest third quarters of which are farmers, and his desire for poverty and hunger reduction as well as his global vision for an improved agriculture free from environmental degradation. He is a simple person worth emulating. His vocation that started within the four walls of a classroom may be typically considered humble. But his wings got stronger and soared to a much greater height to become one of the most important and respected global figures in agriculture. A feat that may never be equaled or even be surpassed in today's generation.

Most of the knowledge and skills I am now equipped with I attribute to WDD.

* * *

Franklin T. Bawang is a faculty and a researcher at the Department of Horticulture, College of Agriculture, Benguet State University.



“As I am not eloquent enough to express how grateful I am for the three-month training course I undertook at ICRISAT, I can only say from the bottom of my heart: Thank you very much, sir Dar. May God bless you and your loved ones a hundred-fold!”



LOYAL FRIEND,
GENEROUS BENEFACTOR



A COLLEAGUE, A FRIEND: PAR EXCELLENCE

Esther R. Hufana

Indeed, we always deal with the past on the level of the present – in the context of what and where we are now. We remember important people, people we love, we revere—people we hold in high esteem. They stay in our hearts and in our minds because of their unforgettable influence and impact in our lives. We do remember significant events, recall special moments in the past, and see them clearly now. Allow me then to relive some of my memories of the past about Dr. William D. Dar.

Yes, it was with understandable diffidence even apprehension that I accepted this invitation to have a part in this laudable project – a tribute to Dr. Dar. But I am grateful for the honor because it is a privilege to say something about a dearly cherished friend, a former colleague, who is an outstanding alumnus of the University who I consider an uncommon man with a common touch.

The Friend, the Colleague

As a colleague and a friend, I will dwell on some facets of Dr. Dar’s campus life at Mountain State Agricultural College or MSAC (now Benguet State University or BSU). I saw him as a dashing young man tall and lanky courting his lady love – so doggedly determined, persistent, yet patient. This love story was a typical campus romance: “where boy meets girl; boy courts girl” of that sort. She had a boyfriend; he had girlfriends, but the incurable romanticists of the faculty like the late Dr. Arsenia Mamaril, Dr. Carlota Lubrica, the late Dr. Luzviminda Villamater and I played cupid. To shorten the courting period, there were planned meetings and parties in the Ladies’ Dormitory (I was dormitory matron then) in the bowling alleys and late movies in Baguio City. The rest is history. This romance culminated in a simple wedding in October 1977. That young lady is Beatriz Meria, a young forestry faculty fresh from the University of the Philippines at Los Baños (UPLB).

What made the marriage tick? According to Shakespeare, the greatest romanticist of all times, the essence of love is reciprocity or mutuality and the ideal relationship he referred to as the “marriage of true minds,” a state which can be realized by the dedicated and the faithful. He defines love in one of his sonnets, “Love is not love which alters when it alteration finds, but bears it on to the edge of doom.”

Of course, marriages are not made in heaven, they say. In the reality of our fragile imperfections, petty misunderstandings cannot be avoided. There were times when I found myself a “shoulder to cry on” or “a shock absorber”. But what are friends for? We do not condemn, but understand.

I find Dr. Dar a man of few words, quite economical, but straight to the point. However, when it comes to showing his affection to Betty in public, he can be superfluous even metaphorical. In one occasion, he was invited to speak in the University, and after greeting the officials of the University and the audience he addressed his wife, “the wind beneath my wings.” Who wouldn’t be fascinated with the song – the melody, the lyrics, and the message!

As a father, I saw him in grief and pain when his only son, JR, was diagnosed of cancer. He was a picture of courage under great pain helplessly watching him lying down there, day by day, just waiting for death to come, a series of harsh nights learning the lessons of suffering and pain.

We all expect to lose loved ones someday – our grandparents, parents, brothers, and sisters but we don’t expect to lose our children. We expect them to live after we are gone to fulfill our hopes and aspirations. A writer once said “losing and burying a son is not natural; it is contrary to all laws of life on earth and there is no greater pain than that.” It was his abiding faith in God that made him a “sterner stuff” which enabled him to go through in such a painful situation.

The Leader: Par Excellence

I saw Dr. Dar rise from the ranks at BSU. His unprecedented and meteoric rise to a position of power in the national and international scene is yet to be equaled by any of our distinguished alumni in the University. His rise to such sensitive positions in and outside of the University was due to hard work, commitment, high sense of mission, and dedication which caught the attention and respect of Dr. Bruno M. Santos, Dr. Saturnino M. Ocampo, and Dr. Fortunato A. Battad. They saw in him a great potential and a promising future.

Despite his numerous awards and distinguished positions he held, he has remained unassuming, humble, and soft spoken. That humility is not proclaimed, but obviously noticed; simply lived. Yes, some people have a great reputation for being contentious and sometimes have an exaggerated view of the importance of their calling and their position, yet Dr. Dar did not take advantage of his juicy positions. He has remained a simple man who kept his feet firmly planted on the ground and true to his humble beginnings as a farm boy – who in the words of Rudy Fernandez, the journalist, a farm boy turned technocrat and hit the international scene.

“William, I am truly fortunate to have known you well and my esteem for you remains high. I am really honored to be your Manang Esther.”

We are grateful for his ideas especially when he was the Vice-President for Research and Development (VPRD) which have had extraordinary impact in the policy formulation and directions of the University.

In Gratitude

“Gratitude is the memory of the heart,” a poet once said. Personally, I have a lot to be thankful for Dr. Dar but two things of supreme significance I would like to gratefully record.

January 3, 1982, the day before my final defense of my doctoral dissertation at Saint Louis University (SLU), my panel members, three from University of the Philippines – Diliman including my adviser and one from De La Salle University were housed at the SLU Guest House courtesy of SLU Graduate School. My plan was to bring my guests to have dinner in one of the restaurants in Baguio City. When I met Dr. Dar that day, he asked me if there was any help I needed. I told him of my plan and much to my surprise, he offered me the Highland Agriculture Research Center (HARC) van and suggested dinner at John Hay. In my excitement, I forgot to introduce him to my guests not until dinner. My guests admired the way he carried himself when he talked about MSAC and the role of HARC in highland agriculture. Indeed, his engaging ways charmed and impressed my guests. Oh yes, he foot the bill! “Thank you, William. How could I ever forget such concern and generosity?”

Then some time in summer 1982, some faculty cottages were ready for occupancy. It was my tenth year as dormitory matron and a newly-designated chair of the Department of Languages. I was not qualified to apply for a housing unit based on the criteria set by the housing committee, which he chaired. In my desire to stay in a more decent place, I had to muster enough courage to explain to him my plan to resign as dormitory matron to be able to avail myself of a housing unit. Moreover, I told him that having two positions would affect my efficiency especially as chair of a department. He quietly listened to my explanation and finally acquiesced. How could one ever say, “Thank you” for such a display of understanding! Not ever!

* * *

Esther R. Hufana, a former Benguet State University Vice-President for Academic Affairs, is a Professor in Applied Linguistics; and although retired from the government service continues to be active in teaching and in State University and Colleges or SUCs’ accreditation, among other engagements.



A TRUE & DEAR FRIEND

Carlota V. Lubrica

A Silent Water Running Deep

It was in the early 70s, when I first met Dr. Dar as William. He was in my Pilipino class at then Mountain State Agricultural College or MSAC (now Benguet State University or BSU). As a student, he was an epitome of an ideal student—studious, humble, silent, and conscientious. He did not talk too much in class but when he did, he talked sense quite different from all the rest in the class. Indeed, silent water runs deep. The depth of his answers to questions in class was an obvious manifestation of his intelligence. He was never renegeed on any assignments. His reports were well-thought of and thoroughly done.

Through the years from the time he was hired as a faculty until such time that he was promoted to one key position in the University, I recall important events in my class—how he led his classmates in group and class activities. His organizational ability was apparent and amazing even at such a young age; I saw his leadership capabilities.

I have known William not only as a student but also as a professional in agriculture. His rise to power was not a streak of good luck. It was expected because of hard work. His vision, mission, and commitment to any position he held plus his management acumen catapulted him to position of importance both national and international.

It was at the MSCA where he met Beatriz “Betty” Meria, a young forestry faculty. Some of the old ladies in the college who were quite close to William had Betty as a good match for his wife. That matching blossomed into a beautiful friendship. They got married in 1977.

Our relationship with the newly-married couple gradually laid the first stone in the foundation of a deep relationship built on mutual respect and trust. Dr. Esther Hufana and I became their Ninang (baptism and wedding godmothers) of their first daughter, May.

When his only son, Jr., passed away, everybody on campus, friends and relatives, mourned with them. It was a painful heartrending separation. How do you bid farewell to your only son? He was so young; it was so unfair. But God has a reason for all things! Jr. was laid to rest near my husband's tomb. So every All Saints' Day, we meet at the cemetery—a sort of a reunion for us to be with our loved ones. When William is abroad, it is Betty and the girls who come. Every time we meet, there is always pasalubong (presents) not only in the cemetery but also in any occasion that he is invited as distinguished guest in the University.

All these years, William has not changed a bit. He is still the same William I knew years ago—soft-spoken, simple, humble, and caring for those who need help.

* * *

Carlota V. Lubrica is now a retired Professor of Education of Benguet State University.



“WDD’s rise to power was not a streak of good luck. It was expected because of hard work...”

Godspeed, William dear. We love you!”

A REMARKABLE FAMILY FRIEND

Caroline B. Dimas

Friendship cannot be bought nor traded, neither can it be sold. Friendship happens over a period of time with mutual trust, love, and admiration. This is the friendship the family of Albert B. Dimas Sr. share with William and Betty. We have been part of their life in Benguet State University (BSU)—from courtship to marriage until they were blessed with four children. We stood witness as William started rising to the zenith of his professional career.

Humble and Caring

William never forgets to contact us every time he comes to Benguet State University (BSU). How many people are blessed with such friendship? Not many, sadly. If there were more such friends, then there would be less number of suicides, psychological breakdowns, and so forth. My family is blessed with such friendship cultivated through bonding over social network among others. Be in touch is the mantra; for any relationship needs nurturing, even friendship.

One time, Dr. Faustino Maslan, the Regional Director of the Department of Agriculture (DA) in the Cordillera region went to the Office of Dr. Dar at the DA's Bureau of Agricultural Research in Quezon City, with his driver, my third son, Albert Jr. "Butch". Dr. Maslan was surprised why Dr. Dar was attending to the needs of a driver. Dr. Dar told my son where he can wash and then afterwards to have coffee with him in his office. "Apay nga asikasu ka unay ni Dr. Dar?" (Why is Dr. Dar attending to you like a personal friend?), Dr. Maslan asked. And my son replied: "Dr. Dar has been like an older brother to me and my other siblings. He taught us how to play basketball while he was at BSU as a professor. My mother is a Ninang (wedding sponsor or godmother) to one of his daughters' wedding." This is William, humble and caring. Always remembering, too!

* * *

Caroline B. Dimas, a retired Professor of Education of Benguet State University (BSU). She is the former Director of the BSU Admissions Office.



*"Mabubay ka, William!
 May you stay humble and caring for
 your friends and associates; continue
 sharing your expertise to improve
 the quality of life of humanity. Yes,
 you are just one man but we believe
 you can make a difference. Full of
 energy and amazing vibrancy, you
 are special. You are blessed with
 special traits that influence people like
 no other person can. You have the
 power of one that can be great! And
 this is possible because of the power
 of influence! Thank you also for
 being a part of our family life. God
 bless us all!"*

THROUGH THE EYES OF A BROTHER

Cortez "Boons" Dagupen

When this initiative was brought to me, I gladly welcomed it in behalf of Marie Klondy T. Dagupen, my late girlfriend, wife, and mother of my six children. To write this tribute to WDD as the man behind the Highland Agricultural Research Center or HARC (now the Highland Agriculture and Resources Research and Development Consortium or HARRDEC), the place where a great number of moments are remembered with great fondness is an honorable act. In searching my heart what and how to write nostalgia kicked in and made me feel warm all over. There is no better feeling in this world than to be around the person whom you love so dearly even only in spirit. This is one instance not many will live to tell the tale of one of their utmost joys. And indeed, remembering with fondness is absolutely delightful and gratifying! Moreover, lives and times of great people who grace the earth makes for an interesting read!

The Fun-filled Workplace

The HARRDEC was one of the workplaces where there was both business and fun. It was a well-balanced environment where employees at all levels shared the same purpose to achieve. Work without fun is not work but a chore. No one in his right mind can concentrate eight hours a day. There has to be a bit of water cooler talk, a game or two of childish proportions among colleagues. And then of course, rumor mongering to a harmless level would help. Basically, the time spent in the office has to be part work and some fun. For the latter, so many of these instances occurred while I was waiting.

Fun happens when there is an interesting cluster of employees and an absolutely understanding leader and manager. The reputation HARC/HARRDEC had earned over the years came not by goofing around but through hard work and impeccable commitment of all the members of the organization.

The Constant Topic

I cannot count the several times we talked of WDD. He was a constant topic told and retold. He's one fine man who inspires them all, men and women alike. His moves were decisive and his inspiration wholesome. This is because of his conviction and strength of character. He is like an older brother inspiring his siblings and all others who surround him. This world must be run and kept in balance by persons like WDD, Klondy used to say. In many instances both at work and at play, I attested this attribute beyond reasonable doubt. I never saw a hint of irritation from WDD whenever I hang around waiting patiently for Klondy to finish working overtime until the wee hours. I actually felt he was happy to see me around. He must have sensed the effect I had on Klondy who worked cheerfully and was more productive. At times, I ended up helping collate and staple documents. There were instances when the task would leave all standing on their toes, almost pushed to the walls, and only mindful and vent on finishing the task to beat the deadline. Under such situation, Klondy wished the clock stopped ticking as WDD was consistently relentless in having his demands met! It was under such situation when times would really measure whether one is up to WDD's expectation.

Yes, we work for money, but I strongly believe that the earnings we make are just the by-product of our efforts and not the only reason for our existence in the workplace. That is simply not the case. An office environment is like a second home to everyone. There is a family out there. There is bonding, there are good times, and there are shoulders that support bad days. And the older brother was WDD. "Fidel, ilabas na ang beer!" (It's fun time) I used to hear him say...among other things! Then the unwinding and recharging moments begin with lots of food and drinks. Such was the environment WDD nurtured at HARRDEC, a family to him.

And When the Bells Were Heard Tolling...

In the sacrament of matrimony, Klondy and I became one. In this happy moment in our lives and as in many events that would follow, WDD, our Godfather, became a constant fixture in our married life not only at the workplace but also in place of worship. In one van, a number of HARRDEC staff went with their respective families to a prayer house in Baguio City every Sunday for quite a while.

Agnus Dei

In a small house of worship called Agnus Dei, WDD's deep spirituality was felt not as a Sir or Boss but a Brother. In this spiritual community led by the Society of Divine Word (SVD) priest, Fr. Barbieto, we professed our faith; raised our voices in worship singing and swaying; and beseeched the Almighty for blessings.

*“To Sir and brother William D.
Dar, thank you very much - from
Klondy and from all of us in the
family...
Stay blessed always!”*

There is one account I recalled vividly from one of the many sharing WDD gave, which I considered quite a revelation. He said that he could talk eloquently of almost anything about agriculture, his field of expertise. But about God and his faith, he could only talk of that which he himself lives by as his way of life. He could only proclaim that which he himself follows, observes, and does. Rhetoric has no place in religion, WDD claimed. “The knowledge I can share can come only from my heart and seen in my deeds and heard in my words”, his words resonating repeatedly in our regularly scheduled prayer meetings held in our respective abodes.

* * *

Cortez Dagupen is a Mining Engineer; although now retired from the regional Department of Environment and Natural Resources in the Cordillera, he remains an avid advocate of environment safeguarding.



A TOWERING INTERNATIONAL FIGURE

Lorenza G. Lirio

Part of my recollection way back in mid-70s when I was a young instructor was the frequent encounters with Willie Dar. He was a graduate student taking up his MS in Horticulture at the then Mountain State Agricultural College or MSAC (now Benguet State University or BSU) and I was one of the few single instructors of Botany. In attending our respective classes, he as a student and I as a teacher, we often met along the way. A very lanky, towering built of a man, Willie struck me as very silent, unassuming a man of few words.

The Incredible Turn

Little did I know that this man of few words actually would carry this brand and become his armor of diplomacy in serving and leading a journey towards a future where poverty is significantly reduced, nutritious and adequate food is more secured, and the environment a lot cleaner and greener. This vision he shared with partners and beneficiaries alike is through excellent management in agricultural research for development. He was known that way then and he is still known this way now. But the present has changed him in a significantly different way. Presently, Dr. Dar, who is basically the same person, has become a towering global figure in his chosen field of endeavor, agricultural sciences. As the Director General (DG) of the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) for close to 15 years, Dr. Dar's rise to this stature was performance- and merit-based. Many people around the globe and a wide-range of instances would attest to this statement.

A Most Cherished Account

While others who know Dr. Dar have pretty well-remembered diverse accounts of him, on my part, I could only dwell on few but the following was what struck me most.

My most cherished account of Dr. Dar was when I traveled to India, particularly at ICRISAT based at Patancheru, Hyderabad. When I wrote him of my interest to attend the First International

“After ICRISAT, I fervently wish for WDD to come back to his native land and serve the Filipino people with fresh vigor and dedication!”

Conference on Indigenous Vegetables and Legumes, he right away said “I will talk with the organizers of the conference so you can come here.” And just that so to speak, I received an invitation. I participated, all expenses paid for this one-week conference on December 13-18, 2006. My companion from the Philippine Council for Agriculture, Aquaculture and Resources Research and Development (PCARRD), Dr. Joy Eusebio, enjoyed our free stay in one of the staff houses at ICRISAT. We occupied the house where a former colleague, Dr. Rosana P. Mula, stays (who that time was in the Philippines for an official travel). Every morning we would wake up with delight for a supply of fresh fruits and daily newspapers for the updates in Hyderabad. Truly, if it were not for Sir Willie, I would have not been to India! What was so touching all the more, his staff and all the people in ICRISAT would always have nothing but pleasant stories about their DG (the address so fondly used). Their words resonated with respect and love for the DG; they would always put their best feet forward and not minding being on their toes because they love what they do. They made certain that everything is in place, and because I am a kababayan (countryman) of the DG, I was also privileged to have that share of concern and respect accorded him.

There is another story that lingers vividly on my mind and which I always recount with fondness whenever I get the chance. On my return trip schedule, Dr. Willie invited me to join him and his beloved wife, Betty, on their way back home to the Philippines for his annual home vacation leave. Despite my being on an economy flight and they on business class, “Di ako pinayagang mahiwalay mula pag-check-in at pagpunta sa departure area” (They insisted that I stayed with them as ‘their guest’ from check-in area to the VIP Lounge. Will others do the same to a fellow kababayan? I bet, very few would do so. Then when we disembarked and proceeded to where the luggage conveyor was, he took a cart for my luggage, which he himself collected! A man of his stature as DG of an international institute doing this kind act was remarkable indeed! Oh yes, I must not forget too that he brought some medicines for me as my *pasalubong* (presents) to my sick relatives (many medicines in India are 60% cheaper).

This brilliant man with a humble heart overflowing with innate kindness is truly a person worth emulating!

* * *

Lorenza G. Lirio, a Botanist, is a Professor and Researcher at the College of Arts and Sciences and presently designated the Director of the Planning and Development Office, Benguet State University.



A CHARISMATIC LEADER-FRIEND

Teresita D. Masangkay

Life and times of great people who grace the earth make for an interesting subject to tell and retell. One fine weekend, I sat down to search my mind and heart on how I can possibly make my recollections of WDD.

The Instance @ PCARRD

I don't exactly remember any more the year when the group from the Northern Philippines Root Crops Research and Training Center (NPRCRTC) of the Benguet State University along with Ma'am Gilda (Gilda Jacalan) of the Highland Agriculture and Resources Research and Development Consortium (HARRDEC) visited WDD in his Executive Cottage at the Philippine Council for Agriculture, Forestry and Natural Resources Research and Development (PCARRD). He was then the Executive Director. The visit was an unplanned courtesy call because our main purpose was to meet Mr. Ruel Maningas, the Research Fellow assigned at HARRDEC. Dr. Dar welcomed everybody. Everybody inside had a seat except me. Instead of asking his house help to get a chair, he himself went to get a chair at the far corner of the room and offered me a seat. For a Big Boss to do that is really a big thing to me. This kind gesture earned him my admiration, love, and respect. For what WDD did to a lowly employee like me is truly amazing! He made me feel extra special.

The Instance @ ICRISAT

Then the opportunity came to participate in a training course on Chickpea and Pigeonpea Diseases and Management in December 2012.

About two weeks before my trip to International Crops Research Institute for the Semi-Arid Tropics (ICRISAT), Dr. Dar sent me an invitation through his Facebook account. The note, a warm welcome to my forthcoming participation, did not only make me feel so special but also boosted my self-confidence to interact with international participants in the course. I brought him few pieces of *tupig*, a grilled native Ilocano cake made of glutinous rice mixed with buko (young and tender coconut meat) and wrapped in banana leaves.



While at ICRISAT, WDD invited me along with two other Filipino delegates at his Kaliva residence and once in his Office at Patancheru Campus. The first was during the early Christmas party for the Filipinos in Hyderabad where we were all made to feel at home; treated like his equals; given assorted memorabilia's from the recently-concluded celebration of ICRISAT @ 40; and honored to receive a single rose flower which he personally handed to all the ladies. He joined the group despite his having colds through the night and made sure everybody enjoyed the party.

The second time was again at Kaliva to watch the losing fight of Manny Pacquiao. Before the boxing game started, I observed him very keenly. He would check his internet/facebook from time to time. The couple (Dr. Dar and Madam Betty) would see to it that we were all seated comfortably with enough juice and finger foods (potato chips, nachos, nuts). That time, although he was suffering from terrible coughs, he stayed and managed to crack jokes with a "Kenkoy-style of humor" especially when Pacquiao lost. Madam Betty was also amiable and gracious. At their age, I could sense they have the best of chemistry. She gave us her share of Pinoy jokes that made everybody laughed most of the time. They made us feel free to take pictures with them posing at every corner and everything that appealed to us. Before the partaking of the meals at lunch, Dr. Dar as the gracious host led everybody in saying grace before serving sumptuous dishes consisting of mostly Indian cuisines.

Both Dr. Dar and Madam Betty presented us with plenty of ICRISAT and personal stuff: hat, portfolios, books, planners, calendars, and my favorites were the black shoulder bag and the lovely shawls. He would request somebody to "take photos to capture the moments of giving and receiving". With this gracious gesture, we expressed shyly how delightful we were for these treats! And how great we felt in listening to him explained in detail every story behind every piece of precious item displayed in the house.

The third site was in his elegant and charming office, which speaks quite well of the man. Again, we were treated to a special lunch with special food that to my mind would best be reserved for distinguished guests only. He is really a superb boss.

Personally, words to express my thanks and appreciation for all of these kind gestures were inadequate. The memorable moments WDD spent with all of us and yes, all his kind-heartedness, are priceless!

So, I thank the Lord for giving BSU a one-of-a-kind a gentleman in the person of Dr. William D. Dar and his family. Visiting ICRISAT for a scientific training enriched not only my technical knowledge and experiences but in knowing more the kind of person Dr. Dar is—as a manager, a leader, and a fellow Filipino. He is an epitome of a great man! No wonder, people love and believe in him as I do now.

Thank God also for the Mula Family (Dr. Myer and Dr. Ana) for facilitating my attendance in this international course. My ICRISAT scientific visit was for me a one-in-a-million opportunity. Now, I profess to be an avid fan of the “Man at the Helm” of ICRISAT. Now I also understand why India loves him like he is its own son! Incredible, indeed!

* * *

Teresita D. Masangcay is a Science Research Specialist at the Northern Philippines Root Crops Research and Training Center (NPRCRTC), Benguet State University.



“I remember WDD with his KenKoy-style of humor in spite of illness. WDD and Madam Betty are very caring.”

CARING & OUTSTANDING ALUMNUS

Edna A. Chua

Dr. William D. Dar is by heart a genuine BSUian or alumnus of the Benguet State University (BSU). Even when he had the opportunity to serve in a larger research and development community, in our country and in the international Research and Development arena, as he presently is the Director General of the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT), he would always find time, amidst his busy schedule to be with his alma mater, colleagues and friends at BSU. As he mentioned once in his speech, “It is always good to be back at BSU and recharge.”

In recognition of his excellence and leadership in Research and Development, Dr. Dar was bestowed the “Most Distinct Alumnus Award” by the University and was also conferred Doctor in Resource Management, honoris causa, through Board Resolution No.1600, s. 2007, during a Mid-year Graduation Program in 2007.

His pursuit of excellence and leadership has inspired the university to come up with the William D. Dar Leadership Award for graduating students. This award has been given to students who exemplify selfless leadership among his fellow students in the University and the larger community. Being gender sensitive, Dr. Dar required that the awards be given to one male and one female graduating student. So it was, since 2008 to 2013, there have already been five pairs, or ten students who were recipients of the Award. I was then the Director of the Office of Student Affairs when the award was first given. Not being able to come to award the William D. Dar Leadership medallion, he requested his brother Mr. Victor D. Dar to do the honors. This award has motivated students towards achieving excellence.

Aside from his concern for students, opportunities for professional growth for University faculty and staff were likewise initiated, enabling the attendance of many of its faculty and staff in trainings and conferences at ICRISAT.

What really amazes me is his humility despite of position, fame and power. He is an international figure and has met and discussed with world leaders, even with Bill and Melinda Gates, but never does he show any air of arrogance nor does he boast of his achievements. He is approachable and accommodating. A real BSUian by heart, indeed.

* * *

Edna A. Chua was Director for Admissions, two terms; College of Arts Science Dean; Faculty Regent; OSA Director and Center for Culture Arts Director. She retired in August 2012 and is currently an officer of the Benguet State University (BSU) Cooperative and the BSU Retirees Association.



*“What really amazes me is his
humility despite of position, fame
and power.”*

“CREATE YOUR OWN OPPORTUNITY...”

Rosana P. Mula



*‘Create your own opportunity,’ says the man who sees greatness in anyone with robust intent.
Bring out your talent and creativity; overcome your weaknesses; be not afraid to grow; do things now;
and be readily prepared to face tomorrow!’*

“Create your own opportunity.” These were Dr. William D. Dar’s words when I requested him to nominate me for any international workshops/conferences or graduate studies. These few but meaningful words reverberated in my mind and caused me to ponder the reasons for his unexpected response. To hear him utter those words, my initial reaction was some sort of indignation that gnawed me for a year. I kept these words in my heart and moved on. But the words persistently echoed driving me to excel. I started to write and submit papers. In 1988, I finally got the break—a full fellowship to attend the Rural Sociology Congress in Bologna, Italy. After hearing Dr. Dar’s response when I brought him the news of our paper presentation about the Highland Agricultural Development Program (HADP), the project assigned to me to coordinate, it made me realize the wisdom behind his words, “create your own opportunity.”

Dr. Dar was a lot to me: my superior, one of my favorite faculty members, and most importantly, my parents (with his wife Ma’am Betty whom I endearingly call Manang). Literally, they stood not only as sponsors but as ‘parents’ during my wedding. I thank him so much for sowing such seed-like imperatives! These brought out the best in me not only in my profession but also as a total person. He has paved the way for me to become more aware of the many possibilities my potentials can attain.

Guideposts

As I look back, this one ordinary event was truly special to reminisce and recount as it had truly marked the beginning of my fruitful career. It opened avenues for crafting networks, completing graduate school, and engaging in robust research and extension initiatives. Even with the career of my

closest kith and kin, Dr. Dar extended his unrelenting and unconditional support. Without second thoughts, he immediately agreed to provide air ticket for my son's trip overseas. He did not hesitate to talk to his classmate to sponsor another son to work in Norway. He encouraged Myer to finish his doctorate degree for better career at the Department of Agriculture (DA). And as said, he was always there (with his family) sincerely committed to give all what he can for us. And while in pursuit of my career and family life, I have learned a handful of lessons from him which are my guideposts in relating with others.

His generosity is beyond compare. Dr. Dar listens and acts unassumingly and builds careers of those who are willing and have the interest to grow. He gives his all which is genuine generosity to me. Because he is blessed in so many ways, he is caring and kind to most. He expresses self-confidence through humility and forgiveness that is because he believes in the value of inclusiveness.

His calmness. Maintaining one's cool is not a sign of weakness but a great power and strength. I have seen Dr. Dar to be so calm during harsh moments of his career and personal life. I am amazed by his tranquility when faced with adversities. The loss of a young and only son was so difficult to fathom but because he truly believes in the Almighty's decision, coping with the pain was bearable. He did the same when he was at the crossroad whether to leave the pinnacle of his career in the Philippines or stay put to deal with partisan belief. He dealt with these episodes of his life with calmness and in faith to God's will. In doing so, he first had to come to terms with himself and then his family. So true that the more tranquil a person is, the greater is his success since he is able to think and better manage a situation. Indeed, "calmness of mind is one of the beautiful jewels of wisdom."

His management style. A man of few words, Dr. Dar does not bicker nor barrage but his body language and one word like 'sus' is enough to encapsulate the message of displeasure. This articulation so eloquent in its brevity made me more extra cautious and innovative with the way I do my tasks. I am proud to say that I have had some 'sus' times (and even until now though in different manner like virtual reminder through emails such as 'Be more careful with the data you present!') but no qualms. As they say, a real parent, a brother, a mentor, or a friend will always remind (and even scold you) if required.

A lot can be said with this man who has made indelible marks with people he has been associated with and even with institutions like the Highland Agriculture Research Center (now HARRDEC), Benguet State University, Bureau of Agricultural Research, Philippine Council for Agriculture, Aquaculture and Resources Research and Development (PCAARRD), and International Crops Research Institute for the Semi-Arid Tropics (ICRISAT). Many lessons and insights are learned from him as gleaned from the contributions in this tribute.

“Dr Dar listens and acts unassumingly and builds careers of those who are willing and have the interest to grow.”

However, the three lessons mentioned remain to be his hallmarks to me. While I am still struggling for the last two, I know I am making progress because he guides me continuously. I consider my working experience with Dr. Dar as a lifelong learning. He is etched not only in my heart, but of every member of my family forever.

* * *

Rosana P. Mula is a Special Project Scientist and currently the Coordinator of the Learning Systems Unit of the International Crops Research Institute for the Semi-Arid Tropics since 2005 based in Patancheru, Andhra Pradesh, India. She used to be a faculty and the Director of Extension of the Benguet State University.



EPILOGUE

*“Into the Wishing Well,
A Drop of Coin We Toss for WDD”*

After 2014, another fresh landscape as a service field, fervently hoping it to be the Philippines, not because he had been remiss and his return would be some sort of a payback, but because he’s a son coming home to a Motherland who would not have been more proud of for what he has made of himself—for Her and for the whole of humanity especially the smallholder farmers.

Alas, seemingly unlocked by a providential wand (could it be that the Motherland constantly watches her children from a distance?), the radiant blue sky opens and out came a movement and was launched with the smallholder farmers at its very heart! The Movement called “Inanglupa” (Mother Earth/Land) envisions for Her that by 2020, the Philippine Agriculture would be science-based, resilient, inclusive, and vibrant. And all because of this avowed mission: to wean the smallholder farmers out of abject poverty to be able to live with dignity!

And so without reasonable doubt, this launching marks as the head start, indeed the first step to this awesome journey towards the realization of the wish.

For the Motherland, the Inanglupa, she can wait and will wait! Incidentally, the waiting phase has been filled with great optimism and excitement. From now till 2015, life seems to be at a standstill at least to those who wait with fervent hope for the homecoming of the Homegrown Boy Gone International.

For many Filipinos, especially those in the agricultural sector, there is nothing more exciting than waiting for the big day to come when WDD’s services will be primarily for the Filipino smallholder farmers, the treasures of Inang-Lupa!

