

Mission Invisible: *Institutionalizing the Culture of Compassion in the University*¹

The role that the University of the Philippines Cebu must play in our community must be re-examined in light of our collective and individual experiences during the pandemic. We have learned that nations, communities, and individuals are all interconnected and interdependent. Adverse effects are not uniformly felt across all communities or individuals. Less developed societies and communities and financially-challenged individuals and families have to bear the heavy burden and the cruel effects of a crisis – workers were laid-off from work; and students and pupils without appropriate equipment and stable internet connectivity were left behind in their studies or worse, forced to stop studying, further widening the educational gap. Furthermore, daily wage earners, drivers, contractual workers have to rely on community pantries for survival. During these times and at any other, the University cannot just stand idle and remain detached to what is happening to our People.

As a national university, all constituents of the University (our students, faculty, research, extension and professional staff or REPS, administrative personnel, and alumni) must once again assume the historic role of serving our communities. More than ever, we in the University must actively show compassion and genuine concern for the welfare of others especially the marginalized, women, children, the poor, indigenous peoples, the landless, or those who are invisible in our society. **It is our mission, therefore, to serve and to make visible those who are invisible.**

To be a truly relevant national university in the service of our People, we must inculcate and instill in ourselves the values of compassion and genuine concern for the welfare of others by providing, among others, various forms of community, public, and volunteer service, as well as scholarly and technical assistance to the government, the private sector, and civil society while maintaining our standards of excellence². We must therefore deliberately institutionalize the organizational culture of compassion and genuine concern for others **in all our activities and programs, academic or non-academic.** During our stay in the University, compassion and genuine concern for others must be nurtured and exhibited - from the recruitment of students and personnel until they leave the University. Compassion and genuine concern for others must be the driving force behind the University's various activities: pioneering research, creative design, ICT-driven innovation, responsible governance, and community service in Central Visayas and the global society.³

The plans and programs detailed in the attached Annex "A" are respectfully proposed to institutionalize the culture of compassion in the University.

¹ Leo B. Malagar

² Republic Act No. 9500, Section 3 (d)

³ UP Cebu Strategic Plan 2021-2027

Annex A
Proposed Plans and Programs

Purpose of the University ¹ and Strategic Goals	Proposed Plans and Programs	Proposed Timeline	Success Indicators (For Discussion)	Remarks
<p><u>Provide opportunities for training and learning in leadership</u></p> <p>(f) Provide opportunities for training and learning in leadership, responsible citizenship, and the development of democratic values, institutions and practice through academic and non-academic programs, including sports and the enhancement of nationalism and national identity.</p>	<p>1. review existing public service and volunteer programs and ensure these programs are integrated in our academic and non-academic programs starting from recruitment to graduation/separation from the University to institutionalize and imbibe the organizational culture of compassion and genuine concern for others</p> <p>2. annually re-examine student access to UP</p>	<p>August 2022</p>		<p>UPC SP² Goal 3: Applies knowledge generated to improve social welfare</p> <p>UP System Strategic Plan 2017-2023 Goal 1: Contribute to National Development</p>

¹ Republic Act No. 9500 or UP Charter, Section 3 (Purpose of the University)

² UP Cebu Strategic Plan 2021-2027

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	<p>education and financial aid with an expanded return service commitment (should include service in non-governmental organizations)</p> <p>3. actively join in all inter-university and inter college sports tournaments by creating varsity teams in individual and team sports</p>	<p>August 2022</p> <p>September 2022</p>		
<p><u>Lead as a public service university for the government, the private sector, and civil society</u></p> <p>(d) Lead as a public service university by providing various forms of</p>	<p>1. increase UP Cebu's visibility and relevance to the community by institutionalizing collaboration with and assistance to regional, national, and local organizations and</p>	<p>August 2022</p>		<p>UPC SP Goal 3: Applies knowledge generated to improve social welfare</p> <p>UP System Strategic Plan 2017-2023 Goal 1:</p>

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<p>community, public, and volunteer service, as well as scholarly and technical assistance to the government, the private sector, and civil society while maintaining its standards of excellence.</p>	<p>institutions through the formulation of programs and policies that address community problems and concerns (regional development councils)</p> <p>2. contribute to the innovation and tourism programs of our LGUs and the promotion of Cebu's heritage, culture, art, and design</p> <p>3. strengthen existing disaster risk reduction, resiliency and sustainability programs to better address and manage a crisis</p>	<p>August 2022</p> <p>August 2022</p>		<p>Contribute to National Development</p>

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<p><u>Provide democratic governance in the University</u></p> <p>(h) Provide democratic governance in the University based on collegiality, representation, accountability, transparency and active participation of its constituents, and promote the holding of fora for students, faculty, research, extension and professional staff (REPS), staff, and alumni to discuss non-academic issues affecting the University.</p>	<ol style="list-style-type: none"> 1. regular conduct of townhall meetings with all the University stakeholders using hybrid mode to ensure maximum attendance and participation 2. creatively market UP Cebu to increase enrollment of students from low income families 3. increase the number of scholarships offered in partnership with the alumni and the private sector and offer short-term emergency loans to students for financial, food, housing and other expenses 	<p>within 15 days from assumption of office and every month thereafter</p> <p>September 2022</p> <p>November 2022</p>		<p>UP System Strategic Plan 2017-2023 Goal 2: Promote Access and Diversity</p> <p>UP System Strategic Plan 2017-2023 Goal 4: Improve Welfare of Constituents</p>

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	<p>4. encourage and promote online transactions</p> <p>5. re-configure the physical layout of classrooms and offices to allow physical distancing for on-site attendees and video-conferencing for remote and hybrid participants (audi-visual equipment and reliable internet connectivity)</p>	<p>August 2022</p> <p>August 2022</p>		
<p><u>Protect and promote the professional and economic rights and welfare of personnel</u></p> <p>(e) Protect and promote the professional and economic rights and welfare of its academic</p>	<p>1. explore the possibility of entering into a joint venture in establishing housing programs (as an alternative to LUDIP) for UP Cebu personnel pursuant to Section 23 of the UP Charter with</p>	<p>September 2022</p>		<p>UP System Strategic Plan 2017-2023 Goal 2: Promote Access and Diversity</p> <p>UP System Strategic Plan 2017-2023 Goal 4:</p>

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and non-academic personnel.	<p>information to the joint venture partner that insofar as Section 25 (Tax Exemptions) of the UP Charter is applicable, gifts and donations of real and personal properties of all kinds are exempt from the donor's tax and which entitles the donor an allowable deductions equivalent to 150 percent of the donated value.</p> <p>2. vigorously request for the upgrading of existing salary grades</p> <p>3. demand for additional plantilla positions by actively engaging and collaborating with the</p>	<p>October 2022</p> <p>October 2022</p>		Improve Welfare of Constituents

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	<p>relevant offices in the UP System</p> <p>4. provide capacity building programs and opportunities for the professional development of administrative staff and personnel by encouraging them to study within the University for additional degrees</p>	September 2022		
<p><u>Lead in setting academic standards and initiating innovations in teaching, research and faculty development</u></p> <p>(a) Lead in setting academic standards and initiating innovations in teaching, research and</p>	<p>1. market and attract students from other countries to strengthen varsity teams and to help defray educational expenses</p> <p>2. review degree offerings with a view of introducing programs</p>	<p>October 2022</p> <p>September 2022</p>	<p>- increase PhD profile</p> <p>- very satisfactory learning and teaching performance</p>	<p>UPC SP Goal 1: Offers accessible quality education that will produce innovative, critical, nationalist, ethical, gender-sensitive, and socially responsible graduates who</p>

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<p>faculty development in philosophy, the arts and humanities, the social sciences, professions and engineering, natural sciences, mathematics, and technology; and maintain centers of excellence in such disciplines and professions.</p>	<p>relevant to the community.</p> <p>3. network with other constituent universities to establish extension programs (College of Law, UP Diliman; College of Medicine, UP Manila; degrees in Agriculture from UP Los Baños; degrees in Fisheries from UP Visayas, among others)</p>	<p>October 2022</p>		<p>demonstrate academic excellence</p>
<p><u>Serve as a graduate university providing advanced studies</u></p> <p>(b) Serve as a graduate university by providing advanced studies and specialization for scholars, scientists,</p>	<p>1. proactively partner with other schools, state and private colleges and universities in providing advanced and specialized studies to their faculty and personnel</p>	<p>September 2022</p>		<p>UP System Strategic Plan 2017-2023 Goal 2: Promote Access and Diversity</p>

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	<p>3. adopt societal impact as additional criteria/metric for research, appointments, promotions and grants</p> <p>4. actively partner with LGUs in the conduct of researchers and studies in their locality</p> <p>5. maximize economic benefits from industrial and intellectual property creations of the University, its personnel and students</p>	<p>October 2022</p> <p>October 2022</p> <p>September 2022</p>		
<p><u>Serve as a regional and global university in the Asia-Pacific region and around the world</u></p> <p>(g) Serve as a regional and global university in</p>	<p>1. conduct and host scientific fora and international conferences to discuss and disseminate research findings</p>	<p>4Q 2023 and every year thereafter</p>		<p>UP System Strategic Plan 2017-2023 Goal 2: Promote Access and Diversity</p>

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<p>cooperation with international and scientific unions, networks of universities, scholarly and professional associations in the Asia-Pacific region and around the world.</p>	<p>relevant to the ASEAN region and Asia</p> <p>2. encourage and promote exchange programs with other universities and institutions, domestic and foreign, involving students, faculty and administrative personnel</p> <p>3. optimize the use of ICT in conducting joint online classes with domestic and foreign universities</p>	<p>October 2022</p> <p>October 2022</p>		
<p>UP System Strategic Plan 2017-2023 Goal 3: Optimize use of resources</p>	<p>1. study and initiate the call for democratization and decentralization in the decision-making process of the UP System including</p>	<p>December 2022</p>		<p>UPC SP Goal 4: Ensures administrative efficiency in the delivery of excellent, responsible service in</p>

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	<p>proposal to amend the UP Charter by providing that the constituent universities shall become attached agencies to the UP System for purposes of policy coordination. The Board of Regents shall continue to be the highest policy-making body of the University on system-wide matters such as those provided in the UP Charter, Section 13 (a, b, e, g, j, k, l, m, p, r, s, and t).</p> <p>2. explore the possibility of entering into joint ventures using existing resources as contribution to attain economic gain for UP Cebu to support</p>	2Q 2023		support of learning, research, intellectual productivity, and public service.

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	<p>research, teaching and fund personnel programs</p> <p>3. improve service standards by conducting customer satisfaction surveys using digital technologies</p> <p>4. support the initiatives of energy managers and pollution control officers in implementing sustainable programs and projects in power, water, and waste management</p> <p>5. review the current organization and workload of each administrative office to</p>	<p>1Q 2023</p> <p>August 2022</p> <p>4Q 2022</p>		

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	<p>further rationalize the organization</p> <p>6. encourage and support the use of digital technology in service delivery including the procurement of needed digital tools</p>	4Q 2022		