My Vision for UPOU:

Transformative University of the Future

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Professor

I evolved through each generation of distance education

from traditional, print-based modules to the advanced digital platforms...

...and the intensity of its fight for legitimacy, its drive to establish itself as a respected and essential part of the UP family

University of the Philippines
OPEN UNIVERSITY

My UPOU Journey

I've been with UPOU since its inception in 1995, and my academic journey has mirrored its own.

Joane's checklist
- ✓ birthing pains
- ✓ early struggles
- ✓ hard decisions

IN NUMBERS

18 years as REPS

11 years as faculty and administrator

My vision is grounded on the following:

- Balancing respect for our history with a forward-thinking vision.

- Learning from our past, we can think strategically, anticipate challenges, and create an inspiring vision.

People is at the heart of this vision

By focusing on **people— UPOU's faculty, staff, students, alumni, partners, and other stakeholders**, we can ensure that our teaching, research, public service, operations and administration, and faculty and staff development are all driven by a commitment towards empowerment.

PILLARS

UPOU Vision, Mission, and Goals

The UP Open University shall be at the forefront of the knowledge society as a leading institution of open learning and distance education.

The UP Open University seeks to provide wider access to quality higher education. It shall adhere to the highest standards of academic excellence, guarantee academic freedom, and encourage social responsibility and nationalistic commitment among its faculty, staff and students.

UPOU Values

scholarship, academic excellence, academic freedom, humanism, social responsibility, and service to the nation

ODeL Worldviews

access and equity, resource sharing, learner-centeredness, flexibility, active learning, interactivity, ubiquity, and connectivity

UP President's Ten Flagship Programs
RA 10650 and RA 9500

This framework envisions UPOU as a transformative University of the Future, designed to shape a thriving academic and community environment driven by people-centric values.

With just six years remaining until 2030, the target date for achieving the 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals, **we have a clear call to action.**

While UPOU has made significant strides, truly embodying the essence of sustainability requires a deep, intentional commitment to evolving into a fully sustainable university.

Sustainable and Resilient University

Mainstreaming and Integrating Sustainability into Instruction

- Sustainability Course Offerings
- Curriculum Integration
- Learning Outcomes
- Sustainability-Focused Learning Requirements
- Living Laboratory Experiences through SiALLC (Sustainability in Action Living Laboratory Campus)

Producing Research and Scholarly Work that Addresses Sustainability Challenges

- Research on Sustainability Challenges
- Responsible Research and Innovation
- Research Collaboration
- Open Access Publishing

Sustainable Infrastructure and Campus Development

- Buildings and Grounds Management
- Water Conservation Practices
- Energy Efficiency and Emission Reduction
- Waste Management and Reduction
- Sustainable Transportation

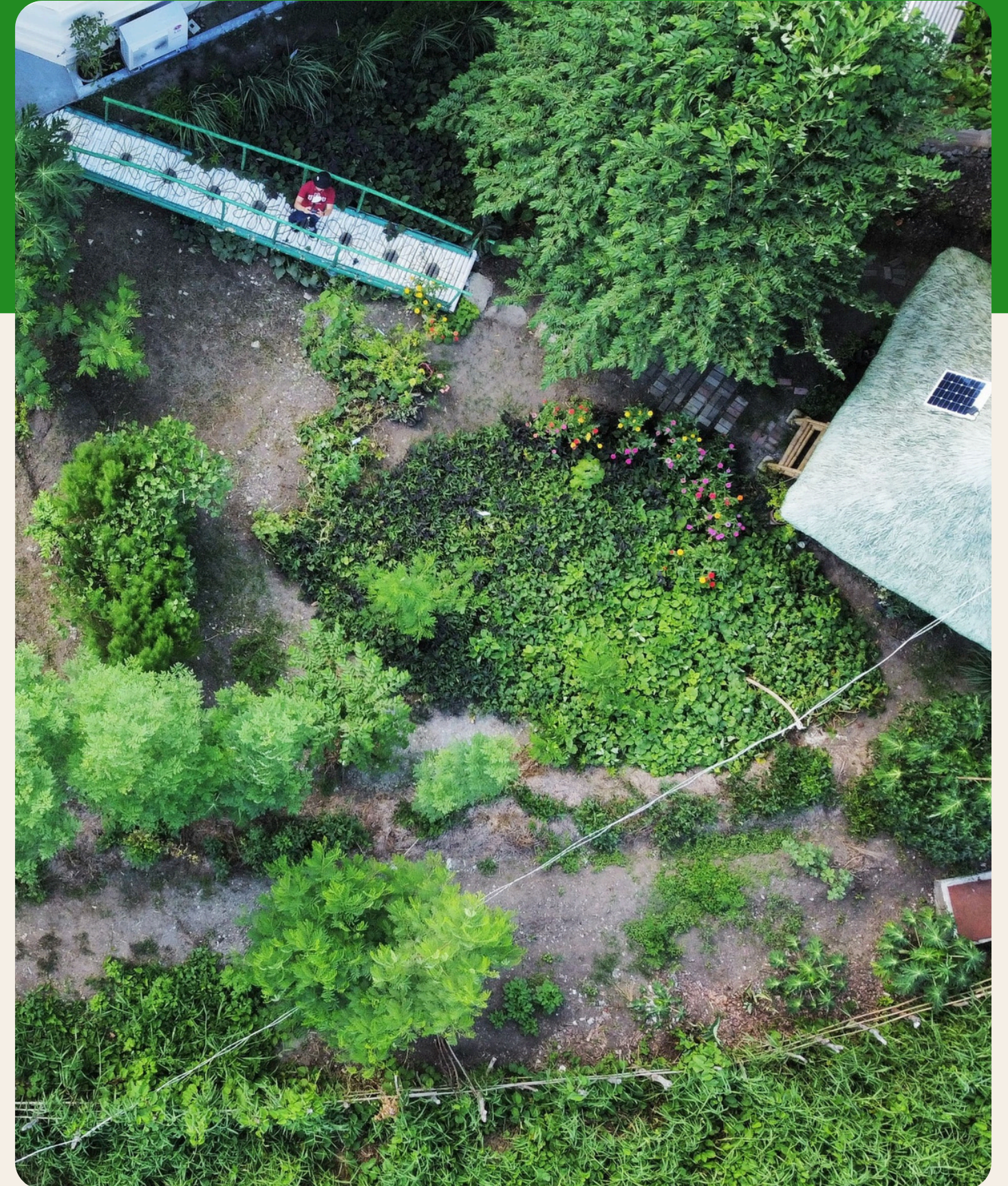# Developing and Implementing Sustainable Policies

- Sustainable Procurement
- Sustainable Policies

Cultivating a Culture of Sustainability

- Sustainability Awareness
- Sustainability-Focused Events
- Student and Employee Engagement
- Communication and Education Programs
- Peer Education Programs

Building Partnerships for Sustainability

- Community and Industry Collaborations
- Support for Underrepresented and Vulnerable Populations
- Public Policy Engagement

Institute the Sustainability Office

- Global trend in higher education worldwide, reflecting the growing recognition of the need to integrate sustainability in the university's policies, programs, and activities
- Approved at the UPOU level
- Crucial next step: Approval of the UP System and BOR

Building a Strong and Adaptive Digital Infrastructure

- Redundant systems for continuity to ensure uninterrupted access to MyPortal, MODeL, ASCEND, AIMS and other learning platforms and resources, even during power outages, cyber threats, or hardware failures
- UPOU platforms must be scalable to accommodate large number of students
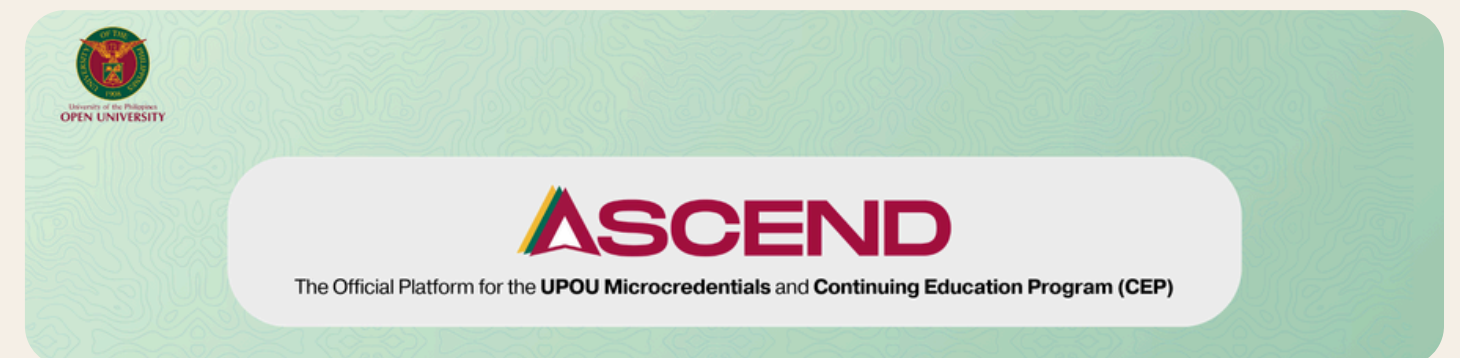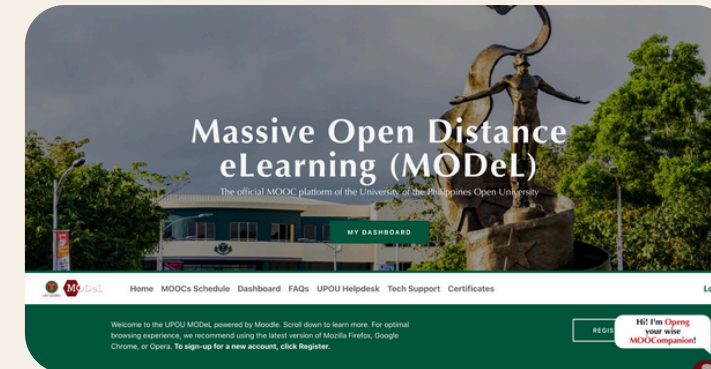
Enhancing Technological Preparedness and Digital Literacy

- Strengthen training of faculty, staff and students in using digital tools, online technology, AI, and ODeL work practices
- Continue to educate the UPOU community on cybersecurity best practices
- Continue to equip UPOU faculty, staff and students with advanced digital literacy skills to navigate the complexities of online learning and teaching

Ensuring Flexibility in Learning Modalities and Course Delivery

- Offer flexible access to courses through multiple platforms
- Design courses that can quickly adapt to changes and advancements such as microcredentials and other innovations as technology evolves
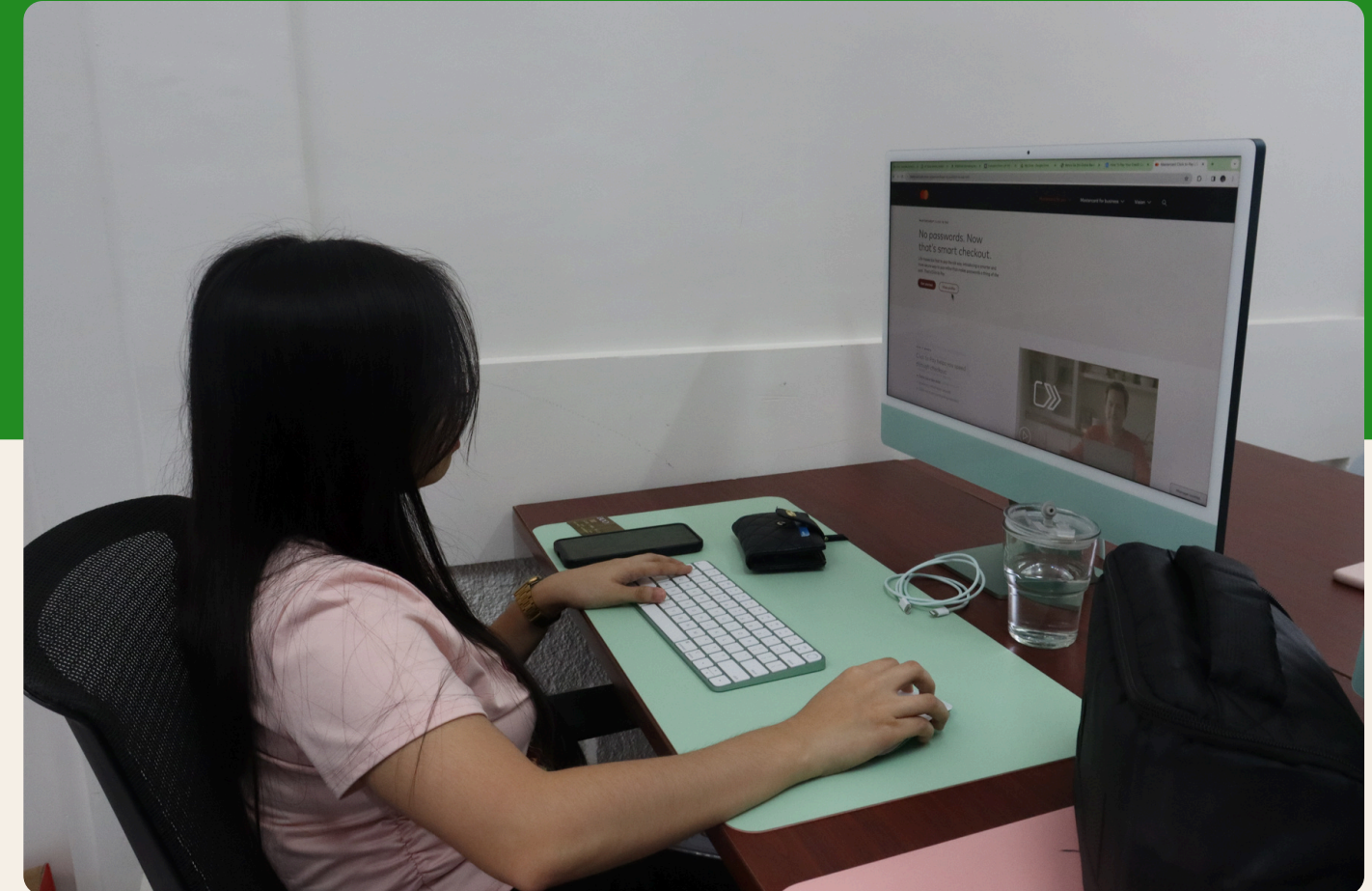
Resilient Assessment Methods

- Implement assessment methods that remain effective across digital platforms, such as digital portfolios, and authentic assessments, which allow for flexibility without compromising quality
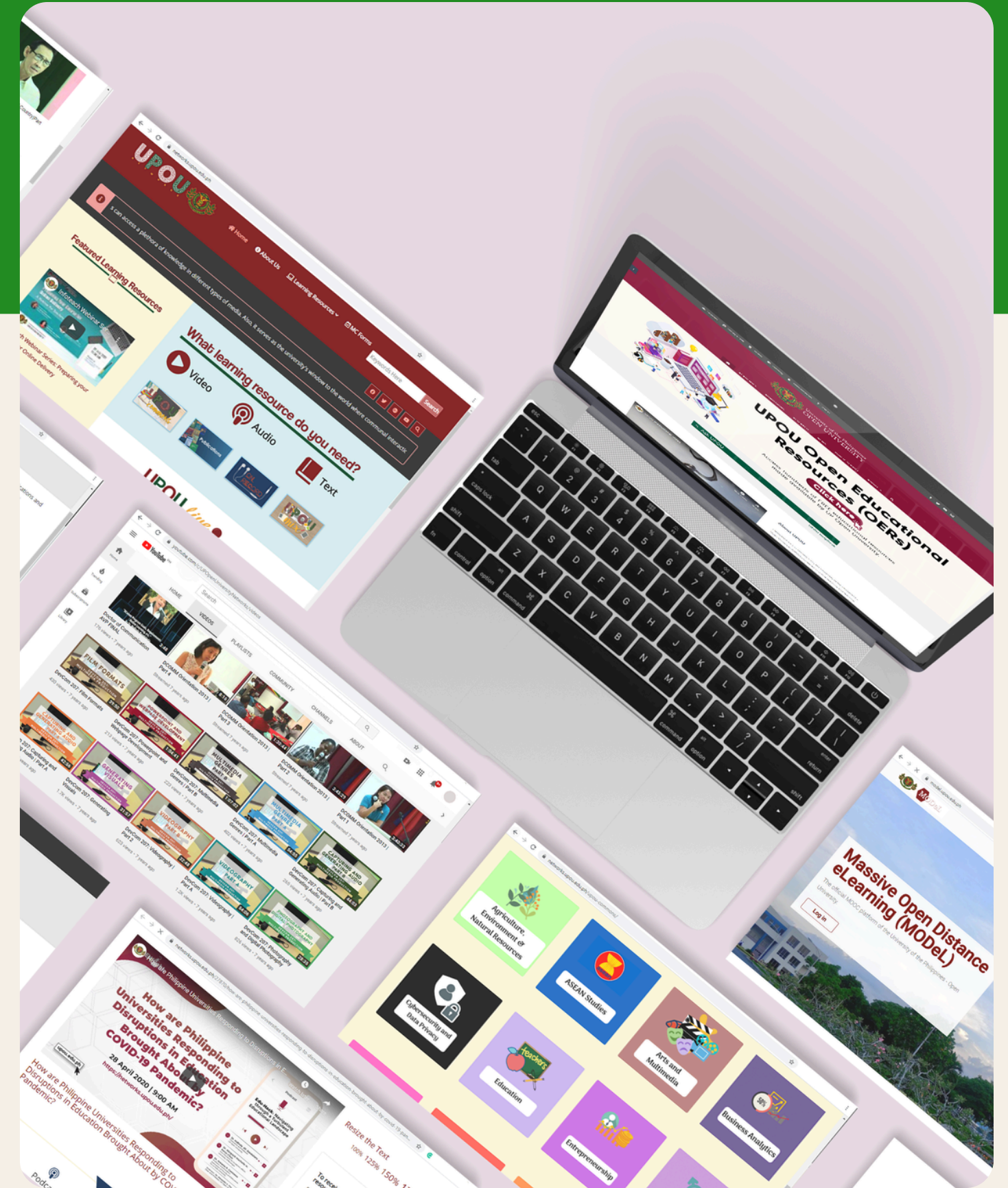
Collaborating on Digital Resilience and Sustainable Practices

- Partner with other UP units, tech companies, educational platforms, and industry experts to strengthen UPOU's technological backbone and remain at the forefront of digital resilience in ODeL
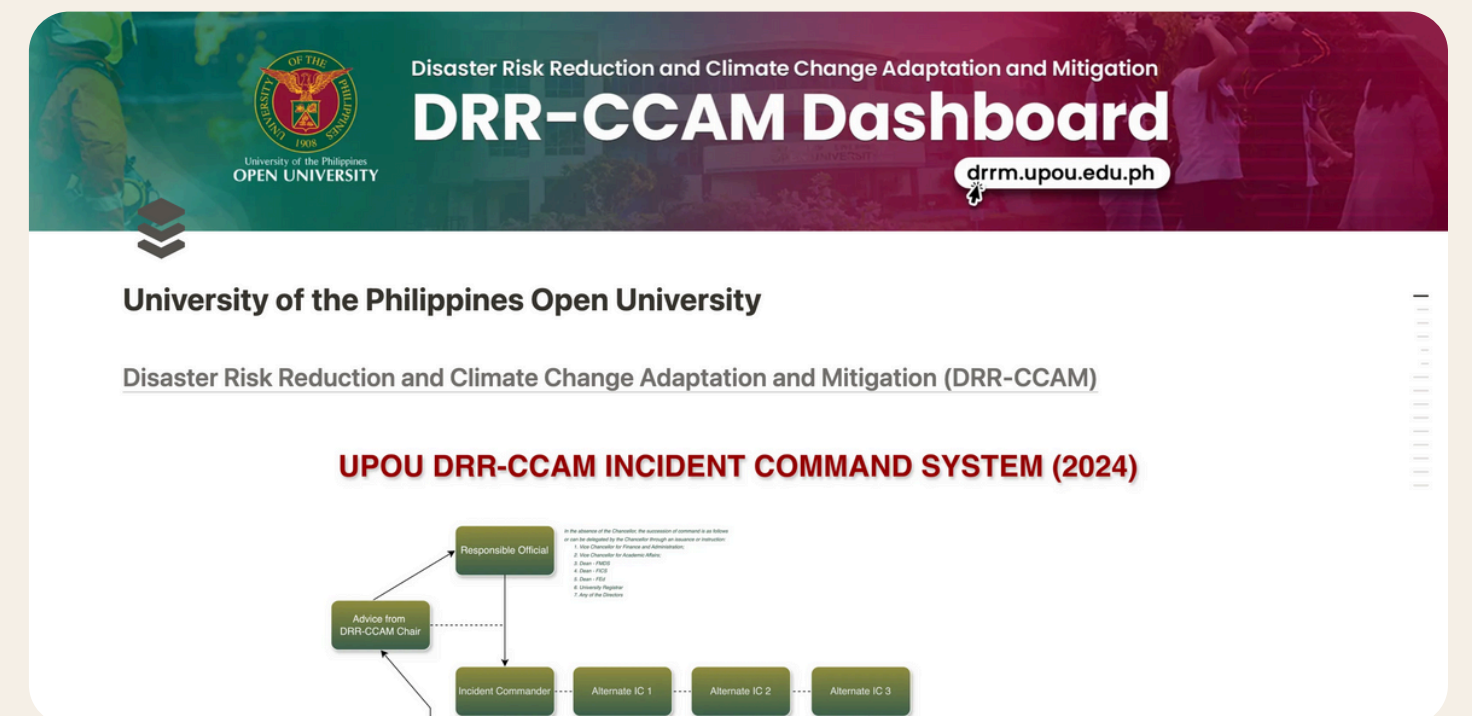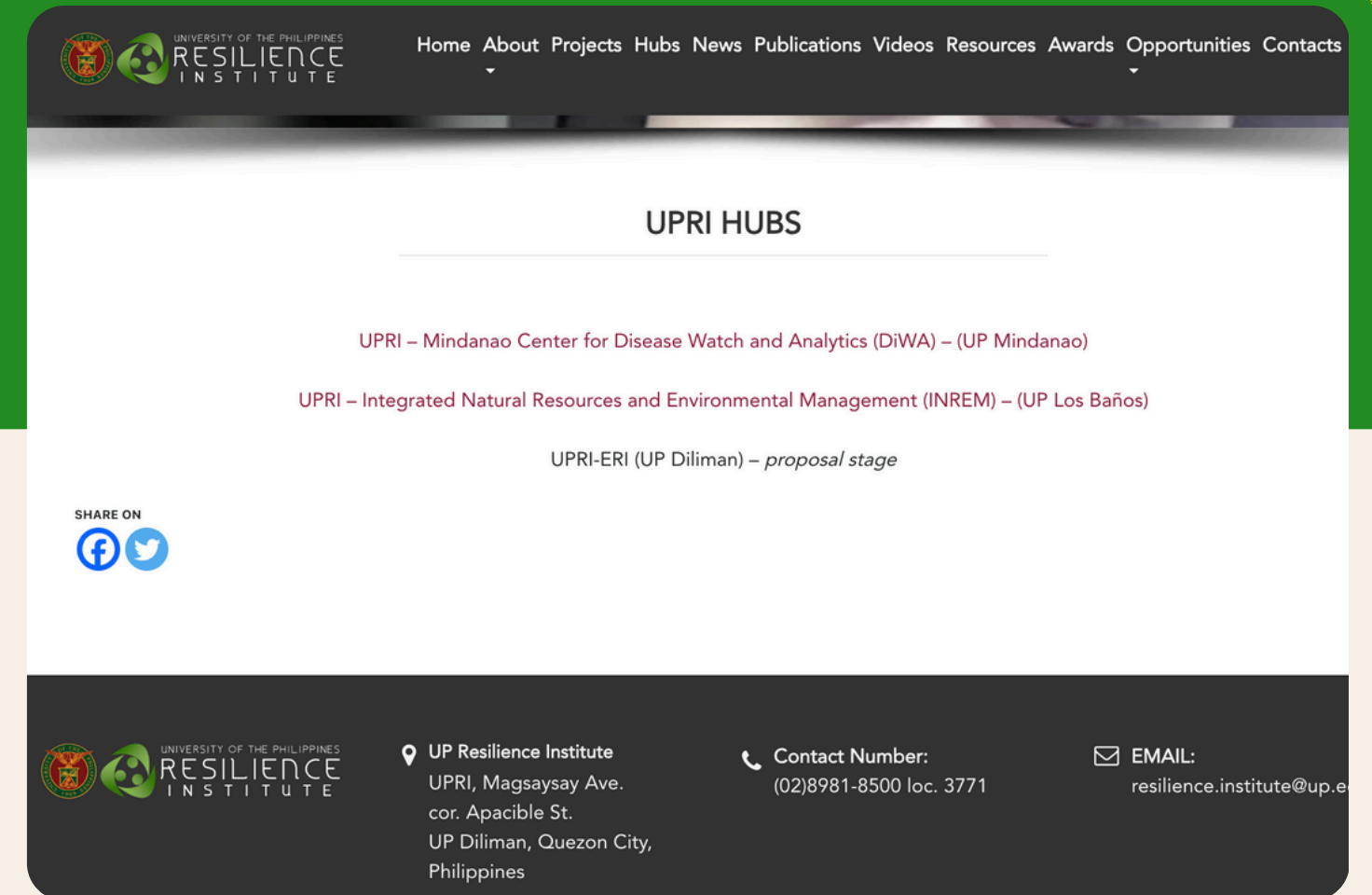
Strengthen the UPOU Disaster Risk Reduction and Climate Change Adaptation and Mitigation Committee (DRR-CCAM)

Institute the UPOU Resiliency Hub in collaboration with UP Resilience Institute

- The hub will focus primarily on Cyber Resiliency and Security Hub

Entrepreneurial university signifies a commitment to fostering research excellence, innovative problem-solving, and a creative mindset.

An entrepreneurial university encourages partnerships with industry, government, communities and even civil societies. These partnerships will also provide students and faculty with the real-world problems and hands-on experiences that will equip them to solve problems, create solutions, and **transform ideas into action**.

Entrepreneurial University

Entrepreneurship Education, Curriculum Integration and Art-Driven Cultural Innovation

- Design thinking, experiential learning and real-world problem-solving approaches into the curriculum
- Develop MOOCs and conduct workshops that equip students with practical entrepreneurial skills, including the integration of arts, culture, and innovation to address real-world challenges.
- Develop and organize courses for organizations and not just for individuals
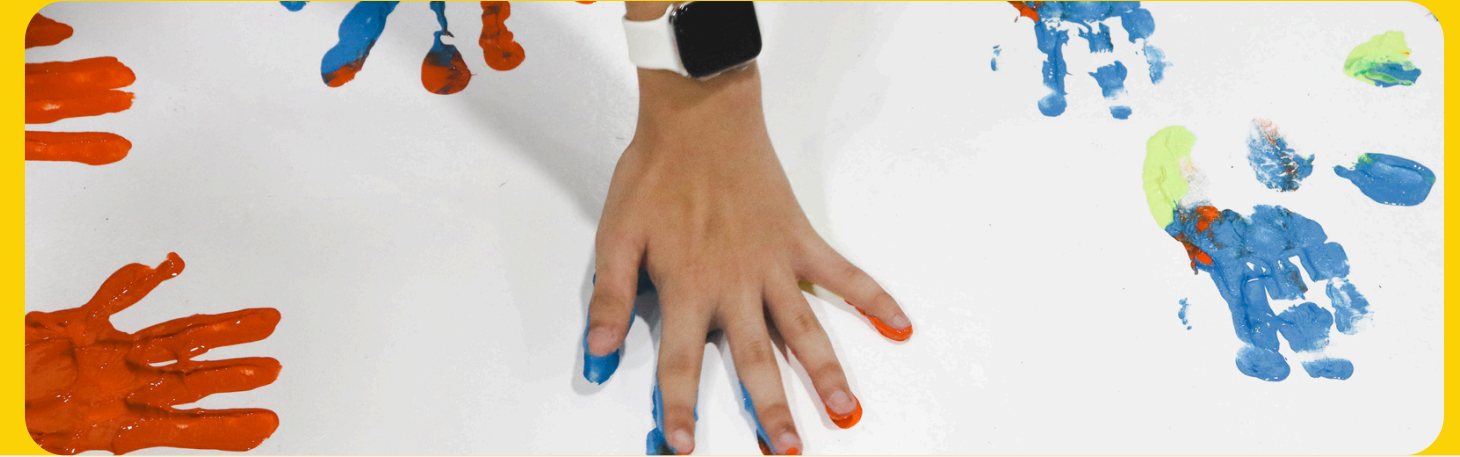
Innovation and Social Impact Hubs

- Establish dedicated spaces where students, faculty, and industry partners can collaborate
- Regular activities such as hackathons, pitch competitions, and innovation challenges will foster a culture of creativity, entrepreneurship, and problem-solving
- Direct engagement with local communities will ensure that these efforts remain relevant and contribute meaningfully to societal progress

Collaborative Research and Partnership Development

- Promote interdisciplinary research projects that address critical global challenges
- Strengthen partnerships with industry, government, and civil society to align research and initiatives with societal needs
- Engage communities and co-develop solutions with them ensuring that their voices shape project outcomes
- Create internship and experiential learning opportunities
- Build research groups across programs to drive collaboration and innovation

Funding and Support for Innovations

- Explore and secure diverse funding opportunities and grant programs
- Explore angel investors, venture capitalists, and philanthropic organizations
- Provide virtual spaces, business advisory services, and access to networks of investors and industry leaders
- Develop a mentorship program connecting innovators with successful entrepreneurs, industry experts, and alumni networks

Community of Nations & Nation of Communities Scholarship Program

STUDY GUIDE 1

Introduction to Mainstreaming Biodiversity in Agriculture in the ASEAN Region
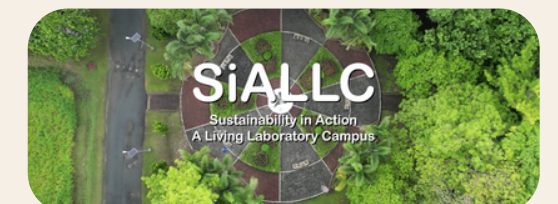
Interactive Museum

- Establish an interactive, hybrid museum that will feature the following:
  a. Metaverse
  b. AR/VR technologies to create immersive learning experiences
  c. History of Distance Education (DE) and tech-enhanced education, local and global heritage, digital arts, interactive storytelling, and OERs

A transformative university of the future requires UPOU to continuously embody the principles of a learning organization.

As an institution committed to ODeL, UPOU must remain **agile**, **innovative**, and **adaptive** to the **evolving needs** of learners, society, and technology.

Learning University

Culture of Lifelong Learning

- Must be forward-looking, integrating cutting-edge digital tools, flexible learning pathways, and diverse learning resources to adapt to evolving educational needs
- Must also be always mindful of the policy environment in the country and the unique needs of local communities
- Continue to develop MOOCs and microcredentials
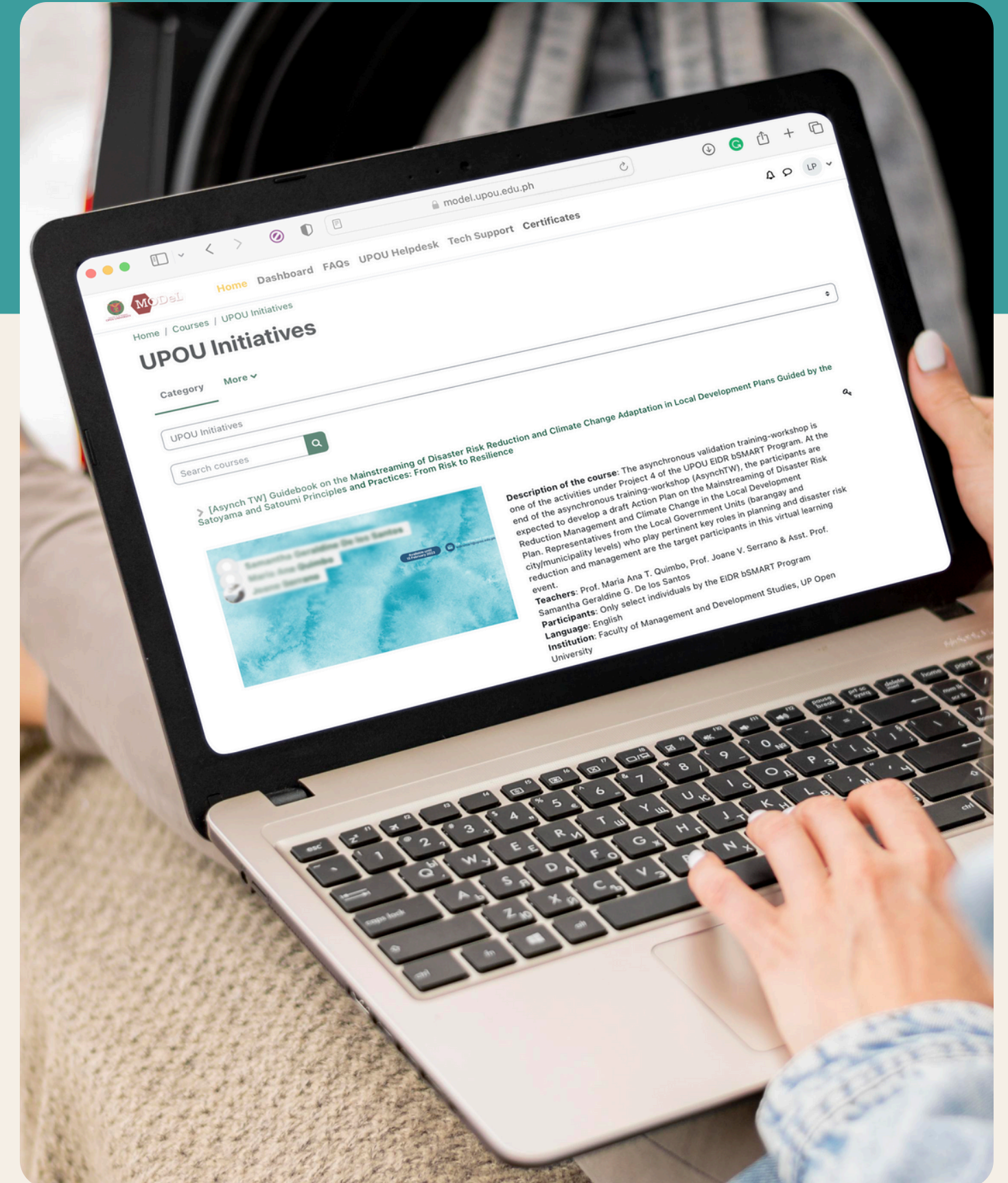
Relevance and adaptability of academic programs to local and global needs

- Leveraging its expertise in ODeL and digital technologies, UPOU supports key priorities such as digital transformation, science and technology advancement, and innovation-driven growth
- Ambisyon 2040 and Pagtanaw 2050

Strengthen Leadership of UPOU in ODeL & Other Fields of Expertise

- Continuously setting benchmarks for quality, innovation, and inclusivity while actively influencing policy to shape the future of digital education and ODeL
- Expand its role in training and mentoring institutions transitioning to ODeL models
- Reinforce its reputation as the go-to institution for ODeL expertise
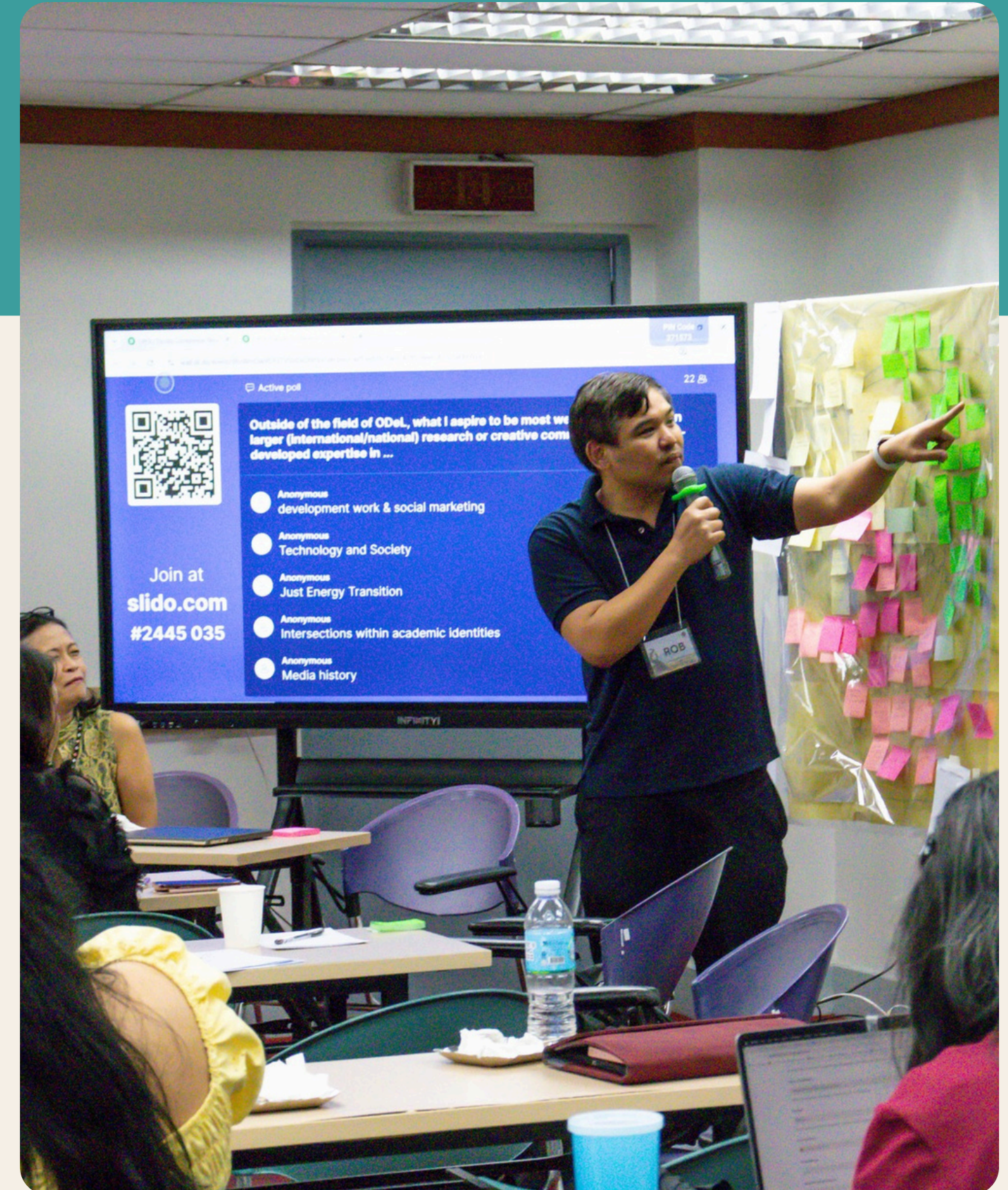
Learning from Experience and Reflection: Ensuring Quality and Impactful Engagement in ODeL

- Systematically integrate data-driven assessments, regular course and program evaluations, and post-project reviews into its quality assurance framework
- Extend its learning beyond the classroom by actively collaborating with local communities, industries, and policymakers

Innovation in Learning and Learning Resources

- Continuously update its curriculum to reflect emerging trends, global challenges, and advancements in technology
- Leverage learning analytics and artificial intelligence (AI) to personalize the learning experience
- Resource-Based Learning (RBL) approach and prioritize the creation of OERs
- Collaborate with industry partners and subject matter experts to co-create learning resources that reflect real-world applications and align with current industry standards

A Healthy University takes **a whole university approach** and aims to create a learning environment and organizational culture that prioritizes the health, well-being, and sustainability of its community to achieve their full potential.

Healthy University

Creating Healthy, Supportive and Sustainable Learning and Working Environment

- Foster a university culture and infrastructure that prioritizes the health and well-being of its faculty, staff, and students without sacrificing productivity
- Respect personal time of faculty and staff
- Advocate for the creation of permanent positions for REPS and administrative staff, as well as additional faculty positions
- Take a proactive approach to capacitate COS personnel

Creating Healthy, Supportive and Sustainable Learning and Working Environment

- Design of working spaces and learning environments
- Food and dietary needs of UPOU faculty and staff
- Facilitate healthy lifestyles, both for physical and mental health
- Regular assessments and consultations

Integrating Health and Well-being into UPOU's core functions

- Integrate health and well-being into its instruction, research, and public service functions
- Develop additional MOOCs and microcredentials on topics like digital health innovations, climate-smart health strategies, and community well-being
- Produce a rich repository of OERs focused on health and well-being

Integrating Health and Well-being into UPOU's core functions

- Establish dedicated research clusters and groups that focus on public health innovations, digital health solutions, and sustainable practices

- Co-develop research that addresses pressing issues such as climate resilience, healthcare access through digital technologies, and community-based sustainability programs

- Deliver capacity-building programs focused on health literacy, mental well-being, and sustainable living practices
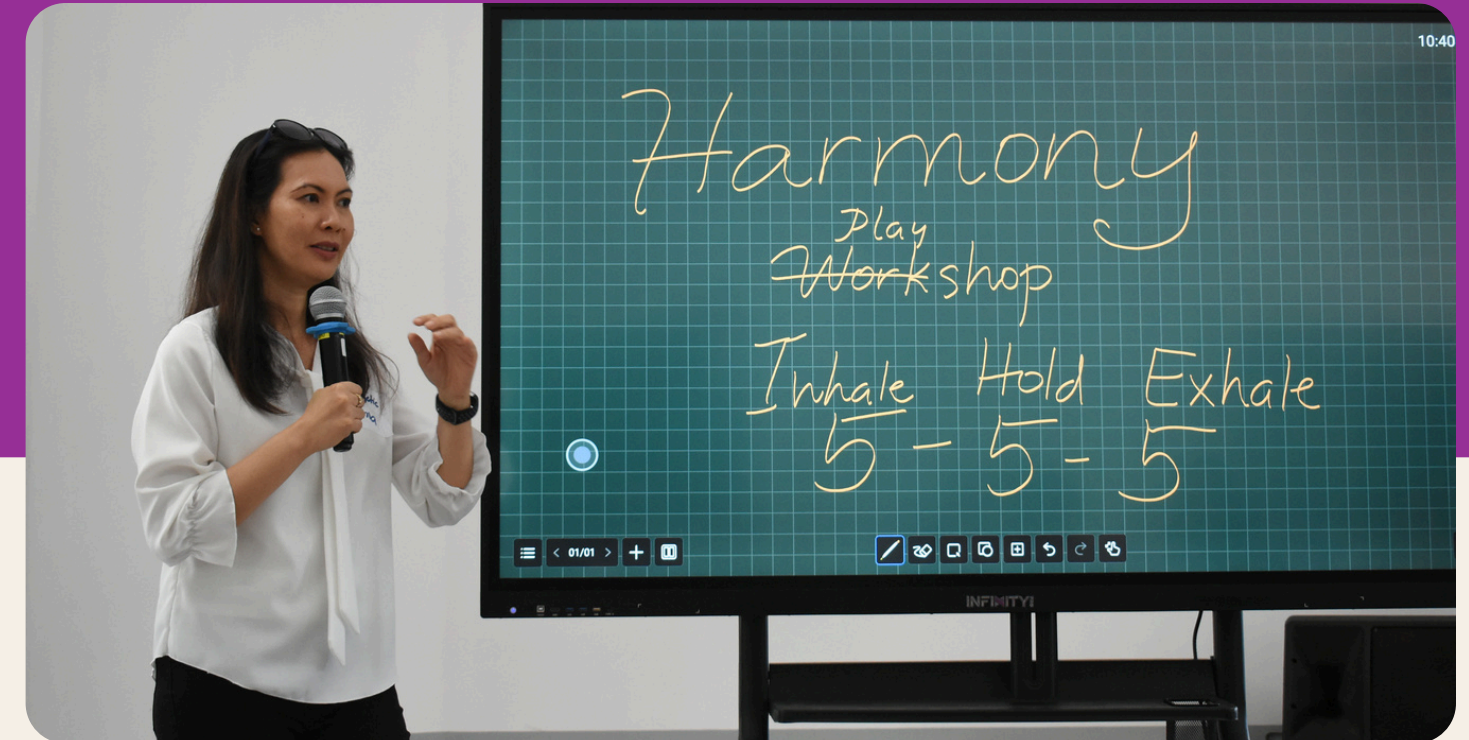
Connect with and Contribute to the Health and Well-being of the Wider Community

- Through impactful partnerships, public service initiatives, and knowledge-sharing efforts
- Develop and implement programs that directly enhance health literacy, mental well-being, and sustainable living practices
- Translate research into actionable solutions
- Evidence-based strategies that can be implemented at the grassroots level
- Research outputs are shared through open-access platforms and collaborative projects
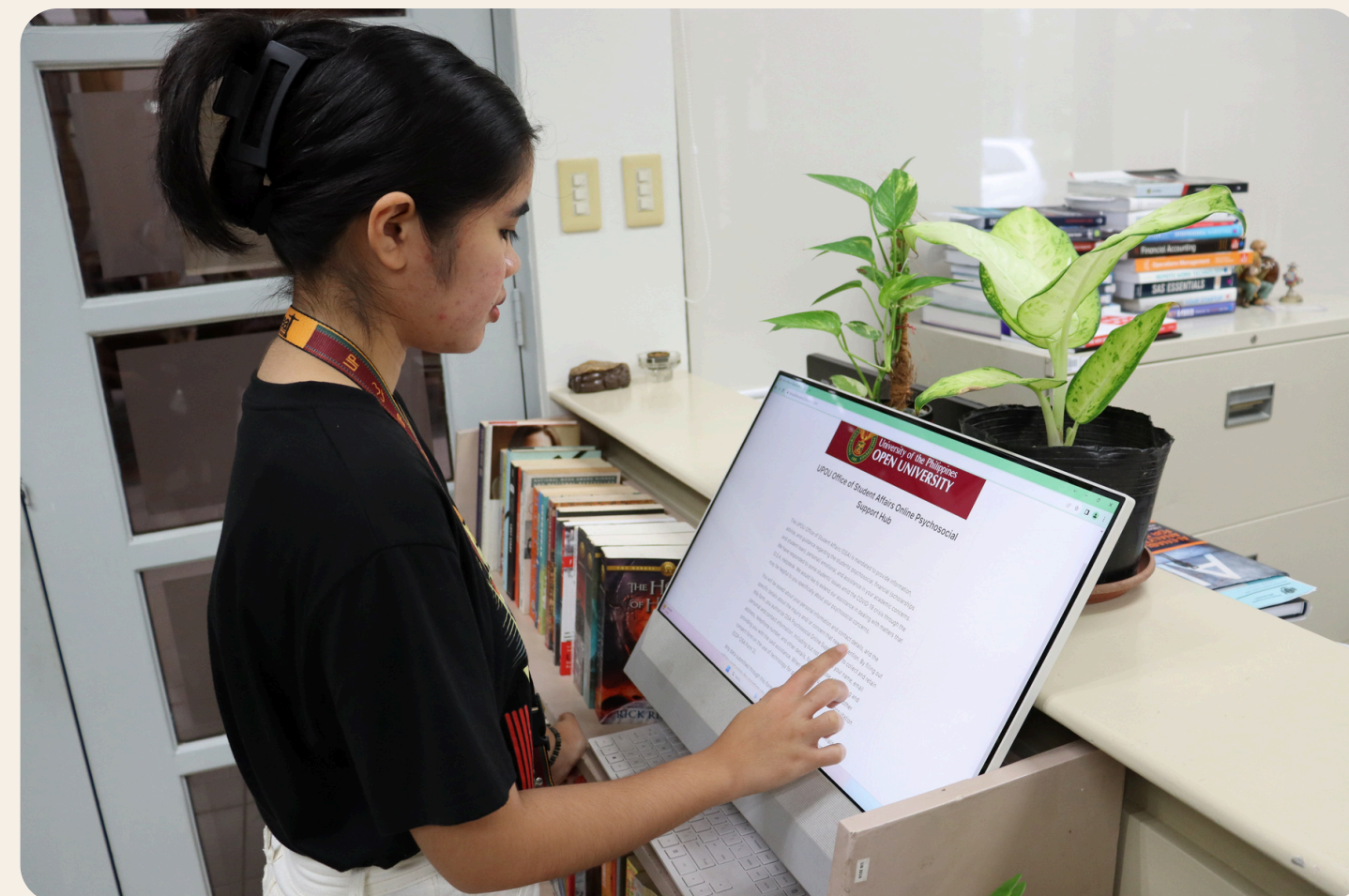
Heart of the Vision: People

At the heart of this vision are the **UPOU people**—its faculty, staff, students, alumni, partners, and other stakeholders. This people-centered approach recognizes that the university's strength and success lie in the collective contributions, creativity, and resilience of its diverse community.

UPOU values each individual as an integral part of its community, ensuring that their unique perspectives and talents are nurtured.

PEOPLE

This emphasis on people underscores UPOU's role not only as an academic institution but also as a catalyst for positive change in the communities it serves.
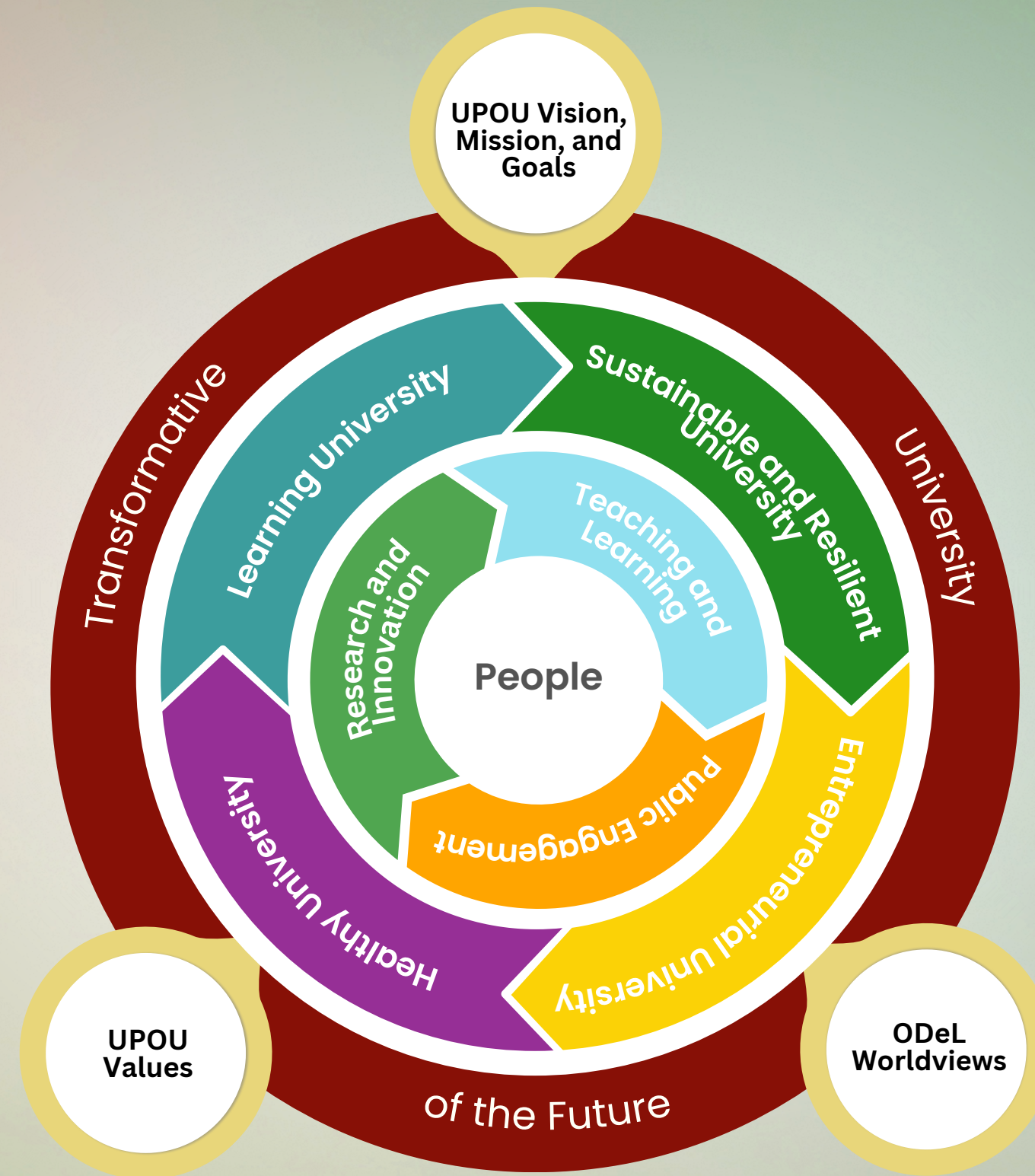
Together, we will shape a university that is
adaptive, forward-thinking, and people-centered.

The most effective people are those who can "hold" their vision while remaining committed to seeing current reality clearly.

—**Peter M. Senge**, The Fifth Discipline:
The Art & Practice of The Learning Organization

Key Measures of Success

Components	Strategic Goals	Objectives	Strategies	KPIs
Sustainable and Resilient University	Expand Sustainability Course Offerings	Develop and offer courses explicitly focused on sustainability across various programs.	- Introduce standalone courses on sustainability (e.g., climate action, circular economy).	-Number of new sustainability courses offered. - Enrollment rates in these courses.
	Integrate Sustainability Principles into Curricula	Embed sustainability principles and practices into existing courses	- Conduct curriculum mapping to identify integration points. - Train faculty members on sustainability.	- Percentage of courses with integrated sustainability components.
	Establish Sustainability-Focused Learning Outcomes	Highlight sustainability and futures thinking competencies in course learning outcomes.	- Revise course syllabi to incorporate sustainability-focused outcomes. - Develop rubrics to assess futures thinking and sustainability skills.	- Percentage of programs with sustainability-focused learning outcomes.
	Develop Sustainability-Focused Learning Requirements	Incorporate addressing sustainability challenges as a core course requirement.	- Introduce projects focused on sustainability. - Require a sustainability module in general education courses.	- Number of programs with mandatory sustainability-focused requirements.
	Assess Sustainability Literacy	Assess students' understanding of sustainability concepts	- Conduct a sustainability literacy assessment - Conduct baseline and follow-up assessments across programs.	- Completion rates of sustainability assessments. - Improvement in literacy scores.
	Implement Living Laboratory Experiences	Provide hands-on, real-world projects through SiALLC (Sustainability in Action Living Laboratory Campus).	- Create campus-based sustainability projects (e.g., renewable energy systems, waste management). - Partner with communities for experiential learning.	- Number of students participating in SiALLC projects. - Measurable outcomes of projects (e.g., waste reduction, energy savings).
	Focus Research on Sustainability Challenges	Advance research on the interconnection of ecological, social, cultural, and economic systems.	- Develop priority research areas aligned with global sustainability challenges. - Offer grants for faculty and student research on sustainability topics.	- Number of sustainability-focused research projects funded. - Publications in high-impact journals.

	Promote Responsible Research and Innovation.	Implement research ethics and innovation practices that contribute to sustainable development goals (SDGs).	- Conduct workshops on ethical and responsible research practices. - Develop a university-wide code of conduct for sustainability-focused research.	- Number of researchers trained on responsible practices. - Compliance rates with ethical research standards.
	Foster Research Collaboration	Build partnerships with institutions to expand the impact of sustainability-focused research.	- Establish consortia with local and international universities. - Collaborate with industry and government on joint sustainability research initiatives.	- Number of collaborative research projects. - Increase in external funding through partnerships.
	Encourage Open Access Publishing	Promote open access to research findings for widespread dissemination of sustainability knowledge.	- Provide funding support for publishing in open access journals. - Develop a repository for sustainability-focused research outputs.	- Percentage of research outputs available via open access. - Increase in citations and downloads.
	Sustainable Buildings and Grounds Management	Conserve resources, support biodiversity, and enhance the health of campus users while targeting a zero operational footprint.	- Integrate energy-efficient systems and renewable energy in building designs. - Apply permaculture systems design thinking (PSDT) and other nature-based solution in green spaces and landscapes - Conduct biodiversity impact assessments on campus development projects.	- Percentage of energy-efficient buildings. - Area of green spaces developed through PSDT and nature-based solutions (sq. meters). - Reduction in ecological footprint metrics.
	Implement Water Conservation Practices	Manage and conserve water resources responsibly.	- Install rainwater harvesting systems across all buildings. - Develop water reuse systems for watering plants and non-potable purposes. - Adopt green infrastructure to manage rainwater and floods.	- Reduction in campus water consumption. - Volume of harvested and reused water annually.
	Enhance Energy Efficiency	Transition to clean energy sources and manage energy use.	- Install solar panels and other renewable energy systems. - Upgrade to energy-efficient	- Percentage of campus energy sourced from renewables. - Annual reduction in electricity bills

		appliances and lighting systems. - Conduct energy audits and implement recommendations.	
Develop Comprehensive Waste Management and Reduction Programs	Minimize waste generation and manage e-waste responsibly.	- Implement campus-wide waste segregation and recycling initiatives. - Launch e-waste recycling programs. - Promote composting of organic waste.	- Percentage of waste diverted from landfills. - Amount of e-waste properly disposed.
Promote Sustainable Transportation	Support active transportation and sustainable commuting and travel practices.	- Build bike-friendly infrastructure and walking paths. - Provide non-monetary incentives for carpooling and use of public transport.	- Increase in active transportation users. - Reduction in single-occupancy vehicle use.
Establish a green procurement program	Prioritize and adopt the GPP Sustainable Procurement Practices that prioritizes sustainably produced products, reduces single-use plastics, and encourages a circular economy.	- Create guidelines for the strict adoption of GPP - Disseminate information about GPP to suppliers for them to adhere to sustainable practices. - Eliminate single-use plastics in campus operations and events.	- Percentage of procurement contracts with sustainable suppliers. - Reduction in unsustainable materials and single-use plastics consumed.
Develop Comprehensive Sustainable Policies	Enact policies to reduce the environmental footprint and promote resource conservation.	- Draft and implement policies targeting energy efficiency, water conservation, waste management, and pollution reduction. - Establish accountability mechanisms to ensure compliance with sustainability policies. - Regularly update policies to align with new sustainability standards and technologies.	- Number of sustainable policies enacted. - Reduction in resource consumption metrics (e.g., energy, water).
Promote Awareness and Training on Sustainable Policies	Increase stakeholder understanding and commitment to sustainability through policy education.	- Conduct workshops and training sessions for staff, faculty, and students on sustainable policies.	- Percentage of staff and students trained on sustainable policies. - Survey results on policy awareness levels.

		- Integrate policy awareness into orientation programs.	
Monitor and Evaluate Policy Effectiveness	Ensure policies achieve desired sustainability outcomes through continuous assessment.	- Develop performance indicators for each policy. - Conduct annual audits to evaluate compliance and impact. - Use feedback to refine and improve policies.	- Completion of annual sustainability audits. - Measurable improvements in key environmental metrics (e.g., emissions, waste).
Foster a Circular Economy	Encourage resource reuse and recycling within campus operations and supply chains.	- Implement a circular economy framework in procurement processes. - Promote repair, reuse, and recycling programs across campus.	- Percentage of procurement items reused or recycled. - Decrease in waste sent to landfills.
Raise Sustainability Awareness	Develop resources and tools to increase visibility and understanding of sustainability initiatives.	- Create and maintain a central sustainability website showcasing initiatives, progress, and resources. - Integrate sustainability into student and employee orientations. - Use dashboards and signage to display sustainability performance metrics (e.g., energy savings).	- Completion and launch of a sustainability website. - Percentage of attendees reporting improved sustainability awareness.
Host Sustainability-Focused Events	Make UPOU events sustainable and prioritize hosting sustainability-centered activities.	- Implement sustainability standards (e.g., zero-waste practices) for all UPOU events. - Organize annual International Forum on Sustainability Studies featuring SDG fair, paper presentations, workshops, lectures, and exhibits.	- Number of sustainability-focused events hosted annually. - Percentage of UPOU events meeting sustainability standards.
Enhance Student and Employee Engagement	Encourage active participation in sustainability efforts across the university community.	- Support student-led projects. - Hold regular gatherings and open forums for faculty, staff, and students to discuss sustainability.	- Number of student led projects - Participation rate in sustainability gatherings and forums.

Strengthen Communication and Education Programs	Increase engagement through dedicated communication platforms and advocacy campaigns.	- Launch awareness campaigns to promote sustainable practices.	- Increase in campaign participation numbers.
Train Peer Educators Through Ambassador Programs	Build a network of sustainability ambassadors to promote and champion sustainability within UPOU.	- Recruit and train employee sustainability ambassadors from each unit. - Create ambassador-led campaigns and initiatives to catalyze change across units.	- Number of trained sustainability ambassadors. - Number of campaigns and initiatives led by ambassadors.
Build Community and Industry Collaborations	Develop partnerships with external organizations to drive sustainable development and resource sharing.	- Form strategic alliances with industry leaders, government agencies, and NGOs to co-develop sustainability projects. - Partner with local communities for participatory sustainability programs.	- Number of active partnerships established. - Amount of shared resources or funding mobilized. - Measurable outcomes from joint sustainability projects.
Support Underrepresented and Vulnerable Populations	Partner with organizations to empower marginalized groups and foster social sustainability.	- Collaborate with NGOs and advocacy groups to design programs supporting underrepresented populations. - Develop courses for vulnerable communities.	-Number of programs focused on marginalized groups. - Percentage of participants reporting improved well-being or capacity.
Engage in Public Policy Advocacy	Support and advocate for public policies addressing sustainability challenges.	- Collaborate with policymakers and think tanks to propose sustainability-related legislation. - Publish policy briefs and position papers on critical sustainability issues. - Actively participate in multi-stakeholder forums and dialogues on sustainable development.	- Number of policy briefs published and shared. - Participation rate in policy engagement forums. - Policy changes influenced by UPOU advocacy.
Establish the Sustainability Office	Create a dedicated office to oversee and coordinate sustainability initiatives across UPOU.	Submit the formal proposal to the UP System	- Approval of the Sustainability Office proposal. - Budget and resources allocated.

Ensure Continuity and Scalability of Digital Infrastructure	Maintain uninterrupted access to UPOU platforms while accommodating increase in enrollment.	- Implement redundant systems for continuity during outages or failures. - Regularly stress-test platforms for scalability.	- Number of outages mitigated. - Scalability metrics (e.g., max concurrent users supported).
Enhance Technological Preparedness and Digital Literacy	Strengthen digital skills and cybersecurity awareness within the UPOU community.	- Develop ongoing digital literacy programs for faculty, staff, and students. - Continue to conduct cybersecurity workshops and awareness campaigns. - Integrate AI and digital tools into work practices.	- Number of training sessions conducted annually. - Percentage of the UPOU community trained in cybersecurity. - Surveyed increase in digital literacy levels.
Ensure Flexibility in Learning Modalities and Course Delivery	Provide diverse and adaptable learning options for students regardless of technological limitations.	- Offer mobile-friendly, offline-capable course platforms. - Design courses that adapt to emerging technologies.	- Percentage of courses available in mobile-friendly or offline formats.
Develop Resilient Assessment Methods	Create assessments that remain effective and flexible across digital platforms.	- Implement alternative assessments like digital portfolios and authentic assessment models. - Train faculty in designing robust online assessments.	- Percentage of courses using flexible assessment methods.
Collaborate on Digital Resilience and Sustainable Practices	Partner with experts and organizations to strengthen technological capabilities and promote sustainability.	- Partner with other UP units for co-developing resilience strategies.	- Number of partnerships formed.
Strengthen UPOU Disaster Risk Reduction and Climate Change Adaptation Committee (DRR-CCAM)	Enhance UPOU's capacity to respond to disasters and adapt to climate-related risks.	-Conduct more capacity building on disaster preparedness -Conduct more drills on physical and digital emergencies	- Number of DRR-CCAM initiatives implemented. - Participation rates in preparedness drills.
Establish the UPOU Resiliency Hub	Create cyber resilience and security.	Finalize the proposal for UPOU resiliency hub and submit to UPRI	- Completion of Resiliency Hub - Number of projects managed by the hub.

Entrepreneurial University	Integrate Entrepreneurial Mindset and Innovation into Academic Programs	Embed entrepreneurial thinking, experiential learning, and real-world problem-solving approaches into the curriculum.	- Include in the curricular development and revision design thinking, innovation, and problem-solving. - Collaborate with industry and civil society to design case studies and project-based learning opportunities.	- Percentage of academic programs with entrepreneurial mindset and innovation components integrated. - Number of industry-partnered curriculum projects.
	Develop MOOCs and Workshops on Practical Entrepreneurial Skills	Provide accessible and scalable learning opportunities for students and professionals to develop entrepreneurial competencies.	- Design MOOCs on topics like leadership, creativity and innovation, etc. - Partner with industry experts and civil society for guest lectures and practical workshops.	-Number of MOOCs developed and enrolled participants. - Number of workshops conducted and attendance rates.
	Expand Training to Organizations	Offer courses tailored to groups or organizations.	- Develop specialized microcredentials or courses for organizational teams, including case studies and role-playing scenarios. - Partner with businesses and nonprofits to deliver microcredentials or courses aligned with organizational needs.	- Number of organizations trained annually. - Feedback scores from organizational training participants.
	Establish Innovation and Social Impact Hubs	Create spaces for collaboration on sustainability, equity, and innovation projects.	-Build facilities equipped with prototyping tools and mentorship programs. - Host hackathons, pitch competitions, and innovation challenges.	- Number of active projects and partnerships. - Participation rates in hub activities.
	Translate Research into Practical Applications	Focus hubs on addressing issues like climate crisis, renewable energy, and inclusive development.	- Partner with local communities to ensure solutions are relevant.	- Number of research projects implemented in communities. - Impact metrics of projects.
	Promote Collaborative Research and Partnerships	Foster interdisciplinary research and strengthen partnerships to align with societal needs.	- Build research groups across programs. - Develop experiential learning opportunities through internships or project-based learning	- Number of interdisciplinary research projects. - Number of community co-designed solutions.

	Expand Funding and Support for Innovations	Secure funding and provide mentorship to support student and faculty innovations.	- Explore grants, angel investors, and venture capital. - Establish a mentorship network with alumni and industry experts.	- Amount of funding secured annually. - Number of mentorship connections made.
	Establish an Interactive, Hybrid Museum	Develop a museum integrating AR/VR, metaverse, and OERs to showcase education, heritage, and innovation.	- Create immersive exhibits on DE history, digital arts, and global heritage. - Use AR/VR and interactive storytelling for engagement.	- Museum visitor numbers (physical and virtual). - Number of OERs produced through the museum.
Learning University	Promote lifelong learning	Cultivate a culture of lifelong learning among faculty, staff, students, and alumni.	- Integrate professional development programs and learning pathways. - Offer lifelong learning opportunities via MOOCs and microcredentials.	- Number of new MOOCs and microcredentials launched. - Participation rates in lifelong learning programs.
	Ensure Relevance and Adaptability of Programs	Align academic programs with local and global needs and national frameworks like PDP, Ambisyon Natin 2040, and Pagtanaw 2050.	- Incorporate AI, data analytics, and VR/AR technologies into programs. - Regularly update curricula to reflect technological advancements and societal demands.	- Percentage of programs updated to include emerging technologies. - Number of programs aligned with national frameworks.
	Strengthen Leadership in ODeL	Solidify UPOU's position as a leader in Open and Distance eLearning by setting benchmarks for quality and innovation.	- Conduct research and produce publications on ODeL. - Train other institutions transitioning to ODeL.	- Number of research outputs and publications. - Number of partner institutions trained.
	Foster Innovation in Learning and Resources	Integrate cutting-edge methodologies and tools into course design, delivery, and resource development.	- Use AI-driven tools, immersive learning technologies, and gamification. - Develop OERs aligned with academic and institutional needs.	- Percentage of courses integrating innovative methodologies. - Number of OERs co-created with industry/sector partners. - Number of courses used in course offerings
	Enhance Student and Alumni Engagement	Support students and alumni in building relevant skills and connections for their fields.	- Provide mentorship programs, career workshops, and virtual internships. - Facilitate industry partnerships to enhance	- Number of mentorship and career development programs. - Alumni participation rates in professional development events.

			employability and innovation.	
	Drive Reflective Practices for Improvement	Embed reflection and continuous improvement into institutional processes to ensure quality and societal impact.	- Implement data-driven assessments and regular evaluations. - Partner with communities to co-create educational programs addressing real-world challenges.	- Completion of regular program evaluations. - Number of partnerships established with communities and industries.
	Promote Digital Inclusion and Sustainability	Ensure equitable access to education while advancing sustainability in learning and teaching practices.	- Develop offline and mobile-friendly learning options.	- Percentage of courses accessible offline.
Healthy University	-Foster a Culture of Health and Well-being	-Promote physical and mental health for faculty, staff, and students.	- Implement wellness programs, counseling services, and stress management workshops. - Launch preventive education campaigns on well-being practices.	- Number of participants in wellness programs. - Feedback on well-being initiatives.
	Support Work-life Balance	-Ensure faculty and staff have time to recharge and maintain productivity.	- Protect off-hours and weekends for staff and faculty. - Implement policies to reduce work-related stress and prevent burnout.	- Employee satisfaction scores. - Reduction in reported burnout cases.
	Strengthen Workforce Stability	- Advocate for permanent positions for REPS, administrative staff, and faculty.	-Actively lobby for more permanent positions	- Number of new permanent roles created. - Career development opportunities provided.
	Empower Contract of Service (COS) Personnel	Provide COS personnel with opportunities for development and recognition.	- Offer skills training, graduate study scholarships, and career growth pathways. - Establish meaningful incentive and recognition programs.	- Offer skills training, graduate study scholarships, and career growth pathways. - Establish meaningful incentive and recognition programs.
	Promote Nutrition and Physical Activity	Address food and dietary needs while encouraging exercise for overall well-being.	- Provide access to nutritious and balanced meal options. - Develop wellness and fitness programs,	- Availability of healthy meal options. - Participation rates in fitness and wellness activities.

			including virtual and on-campus exercise activities.	
	Conducive learning and working environments	Create learning and working spaces that enhance comfort and productivity.	- Ensure workspaces for faculty and staff in Diliman - Ensure ergonomic workspace designs for faculty. - Optimize digital tools and platforms for user accessibility and collaboration.	- Satisfaction scores on workspaces. - Accessibility improvements in digital platforms.
	Track Engagement and Adapt Programs	Ensure relevance and responsiveness of programs to UPOU community needs.	- Regularly gather feedback through surveys and consultations. - Adapt initiatives based on engagement data.	- Number of feedback sessions conducted. - Changes implemented based on feedback.
	Integrate Health and Well-being into Core Functions	Embed health themes in instruction, research, and public service.	- Develop MOOCs and microcredentials on health and well-being. - Establish research groups on public health innovations and sustainable practices.	- Number of health-related MOOCs and microcredentials developed. - Research outputs published on health topics.
	Build Community Partnerships	- Partner with local governments, NGOs, and industry to deliver health and sustainability programs. - Conduct public service campaigns and outreach initiatives.	- Partner with local governments, NGOs, and industry to deliver health and sustainability programs. - Conduct public service campaigns and outreach initiatives.	- Number of partnerships established. - Community outreach initiatives completed.
	Share Research and Resources Globally	Contribute to the well-being of wider communities through knowledge sharing.	- Translate research into actionable solutions for community use. - Share open-access resources on public health and sustainability practices.	- Number of open-access resources created. - Community engagement metrics for shared solutions.