



## TERMINAL REPORT

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# UP System Mental Health and Well-being Conference 2023

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## I. Introduction

With the recent onslaught of the COVID-19 pandemic and the crippling impact of various economic woes here and abroad, there has been growing concern about the short- and long-term effects of these crises on the mental health and wellness of our university community.

Amidst this renewed attention on mental health and wellness, the new university administration, led by the newly-installed UP President Angelo Jimenez, is prioritizing the development and implementation of holistic approaches to help its constituents attain healthy minds and bodies and, in the process, achieve their full potential.

## II. Objectives

1. Articulate the place and importance of mental health (MH) and well-being in UP's educational philosophy;
2. Identify pathways and generate plans of action toward UP becoming a nurturing and enabling university community;
3. Profile existing MH and psychosocial support programs within UP constituent units (CUs);
4. Discuss short-term and long-term solutions to mental health challenges experienced by the sectors inside the University;
5. Foster multi-sectoral solidarity and a collective sense of dedication towards the task at hand;

## III. Delegates

Each CU selected 8 delegates representing diverse sectors

- Students (2) - USC Chair and 1 head of organization or committees that are involved in Mental Health related-concerns
- Faculty (2) - Those who have experienced MH-related emergencies in the classroom, encountered students with MH concerns, or may be tapped to be part of MH-related initiatives and programs.
- Mental Health Practitioners (2) - Those who may be part of the OCG, UHS, Crisis Committee or any MH Service support programs
- Administrative Staff (2) - Those who directly deal with students e.g. Student Housing, OSA/VCSA, OASH, DGO, OSSS

Seventy-four delegates engaged actively in the UP System Mental Health and Well-being Conference, held at the NCAS Auditorium in UP Los Baños, Laguna, from October 11 to 12, 2023. This robust participation underscores the community's growing commitment to the critical issues of mental health and well-being. Additionally, a dedicated team of forty-five personnel organized the event. The conference attracted 139 participants with a shared passion for mental health projects.



The demographic breakdown of the conference participants is illustrated in pie charts (Figures 1 and 2).

### UP MHWC 2023 Delegates

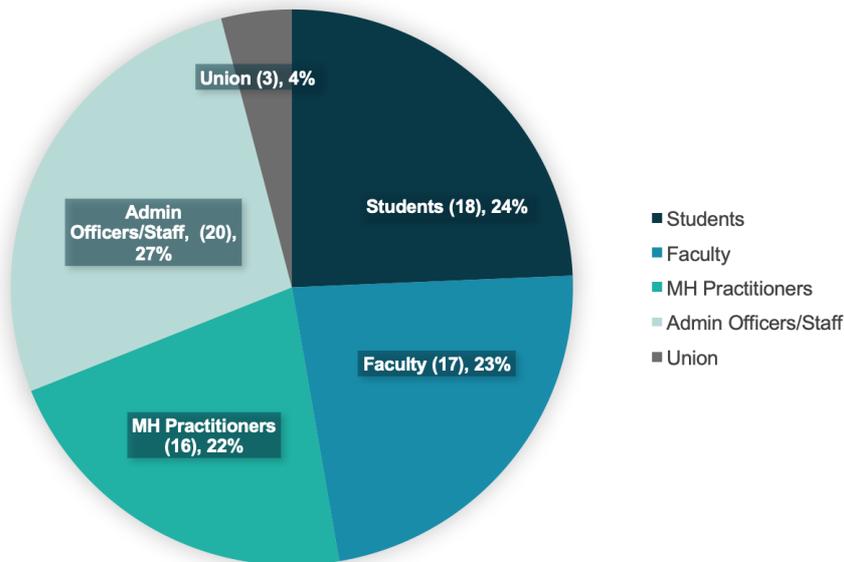


Figure 1. Pie chart representing the number of delegates per sector who attended the conference

### UP MHWC 2023 DELEGATES BREAKDOWN PER CU

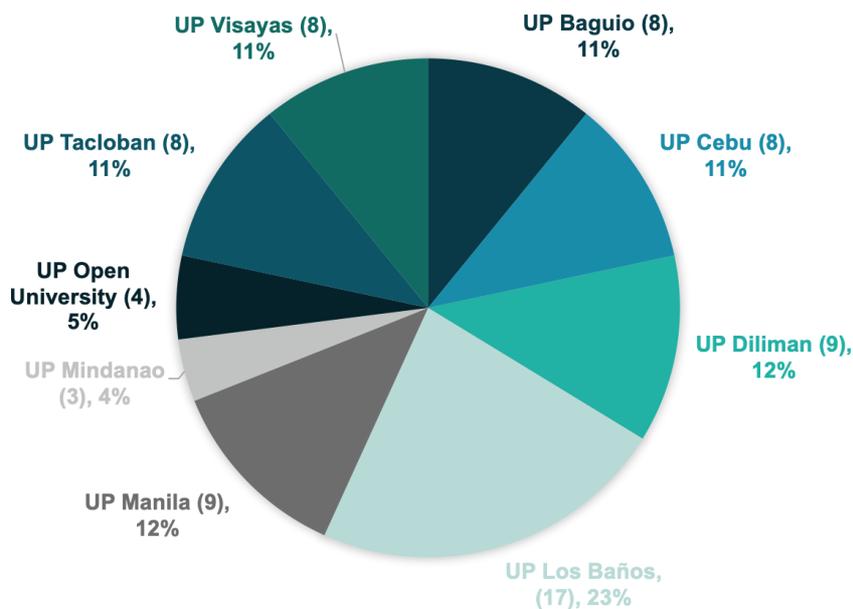


Figure 2. Pie chart representing the breakdown of delegates per Constituent University (CU)

Eighteen students actively participated, showcasing their keen interest in mental health issues. Their involvement underscored a readiness to delve into discussions about mental well-being, reflecting a concern for themselves and their peers.



Sixteen mental health practitioners also attended, underscoring the conference's focus on mental health awareness, support, and the sharing of specialized knowledge to enhance mental health in academic settings.

Additionally, twenty administrative officers and staff members were present, demonstrating the institution's recognition and dedication to tackling mental health issues in the workforce. Their involvement emphasized the importance of developing policies, programs, and initiatives at the university level.

Seventeen faculty members also engaged in the event, signaling the interest and active involvement of academic staff in mental health awareness and support. Their participation indicated a commitment to integrating mental health considerations into their roles as educators and mentors.

Complementing the faculty and administrative staff, three representatives from the All UP Workers Union and All Academic Employee Union provided valuable perspectives on action plans for their respective sectors.

Overall, the conference united a diverse array of participants—students, mental health practitioners, administrative officers and staff, and faculty from various disciplines—highlighting the critical role of interprofessional collaboration in addressing mental health challenges and fostering a supportive and healthy university environment.



## IV. Plenary Discussion

The 2023 UP System Mental Health and Well-being Conference served as an essential forum for tackling the urgent matter of mental health in the university setting. This initiative was a collaborative endeavor, proudly supported by the UP Office of the President, UP Office of Student Development Services, UP Los Baños Office of the Chancellor, the UP Los Baños Vice Chancellor for Student Affairs' Office, TVUP, and the UP Media and Public Relations Office (MPRO), all of whom played pivotal roles in its success.

### Opening Remarks and Keynote Addresses

On the opening day of the conference, attendees were warmly greeted by Vice Chancellor Janette Malata-Silva from the Office of the Vice Chancellor for Student Affairs, who commended their dedication to the event. The proceedings began on a high note with motivational speeches from UP President Atty. Angelo A. Jimenez and UP Los Baños Chancellor Dr. Jose V. Camacho, Jr., both of whom highlighted the conference's significance.



*Figure 3. UP President Angelo A. Jimenez*

President Jimenez candidly shared insights from his personal journey in managing the stresses associated with his role, emphasizing the crucial nature of self-care. Chancellor Camacho, on the other hand, brought attention to the pressing issue of mental health in the academic sphere, advocating for a united effort within the community to address this global challenge.



## Speaker Presentations



Figure 4. Dr. Evangeline Dela Fuente (left), Dr. Michael Tan (center), and Dr. Divine Love Salvador (rightmost)

The conference featured compelling presentations from distinguished speakers on the topic of mental health and well-being:

### 1. Exploring Mental Health in the Filipino Context through Anthropology

Dr. Michael L. Tan, the respected tenth Chancellor of UP Diliman and a renowned medical anthropologist and author, delivered a profound analysis of mental health terminology as it applies to Filipino culture. He highlighted the unique coping strategies Filipinos utilize for mental well-being. His presentation also touched on the teaching methods in anthropology and his approach to helping students manage academic stress.

### 2. Perspectives on Filipino Mental Health and Well-being

Dr. Evangeline Bascara-Dela Fuente presented remotely via a pre-recorded Zoom session. She delved into the varied attitudes towards mental health management and treatment among the Filipino diaspora. Discussing the experiences of service users in both international and local settings, she underscored the critical role of policy and human elements in the delivery of quality health services. Furthermore, she advocated for the adoption of initiatives beyond the health sector to alleviate stress and enhance mental well-being.

### 3. Incorporating Mental Health into UP's Educational Ethos

The final presentation was given by Dr. Divine Love Salvador, current Director of UPD PsychServ, and crafted by Professor Emeritus Violeta Bautista. It highlighted the centrality of mental health and wellness within the University of the Philippines' educational philosophy, underscoring the goal of creating a comprehensive educational environment that supports and cultivates the well-being of all community members.

## Interactive Q&A Session



The conference featured an engaging Q&A session, where participants concentrated on pragmatic approaches to enacting mental health policies and strategies. Amidst the lively discussion, an attendee raised an insightful question regarding the conference's impact: "What level of commitment can we expect from the current UP system administration in actualizing the outcomes of this conference?" AVP Oliquino responded by emphasizing that the conference is intended to bring emerging issues to the forefront and initiate meaningful dialogue, which the UP Administration will build upon, transforming these discussions into tangible action plans with the support of the entire University community.

### **Focused Breakout Sessions**

In the latter part of the conference, participants were divided into specialized breakout groups, organized by their roles within the university: students, faculty, administrative staff, and mental health professionals. Within these groups, they engaged in in-depth conversations, reflected on questions posed before the conference, and jointly crafted action plans that were specifically designed to address the needs and concerns of their particular sectors.

### **Community-Building Solidarity Dinner**

The evening of the first day was marked by a convivial solidarity dinner, designed to enhance community bonds and encourage a sense of unity among participants. This dinner provided a relaxed setting for attendees to socialize, relax, and deepen their connections with one another.

### **Showcase of Sector-Specific Action Plans**

On the subsequent day, the conference was devoted to sharing the action plans developed by each sector. The presentations were a testament to the dedication of each group, with each plan outlining distinct and proactive steps towards fostering mental health and well-being within the University.

#### **A. Student Sector**



*Figure 5. Ma. Julianna Torres of UP Los Baños (left), and Mark Gio Olivar of UP Los Baños(right) represented the students during the sectoral presentations*



The student sector presentation emphasized the importance of fostering open and non-judgmental conversations about mental health. To achieve this, a holistic strategy is essential, encompassing community engagement, program creation, curriculum assessment, event planning, and advocating for student empowerment. Peer involvement is key in championing these initiatives and nurturing a supportive atmosphere conducive to mental health dialogue.

### **B. Faculty Sector**



*Figure 6. Dr. Gene Alzona Nisperos of UP Manila represented the faculty during the sectoral presentations*

The Faculty Sector presentation aimed to create a more supportive, equitable, and efficient environment within the academic or organizational setting. By addressing immediate stressors, promoting merit-based decision-making, streamlining processes, bolstering mental health support, recognizing the rights of faculty members, and ensuring the practical implementation of recommendations, we can work toward an environment that prioritizes well-being, fairness, and productivity, ultimately benefiting all those involved.

### **C. Mental Health Practitioners Sector**





*Figure 7. Dr. Jessie Walde of UP Los Baños represented the Mental Health Practitioners during the sectoral presentations*

Dr. Jessie Walde delivered a passionate presentation on the valuable recommendations from Mental Health practitioners for the UP System. The plenary session provided a vital forum for these expert perspectives, paving the way for transformative changes that promise a brighter and more nurturing future for the well-being of every member of the academic community.

**D. Administrative Officers and Staff Sector**



*Figure 8. Ms. Connie Marquiao of UP Diliman (left) and Ms. Ryle Sadian of UP Tacloban (right) represented the administrative officers and staff during the sectoral presentations*

The Administration/Staff Sector fervently presented their carefully crafted recommendations to the UP System, aimed at enhancing mental health and well-being within their sector. Their dedication and insightful proposals aimed to foster a more supportive and healthier work environment, promising enduring benefits for the well-being of administrative staff across the institution.

**Sharing of Reflections and Signing Ceremony**





Figure 9. Student Regent Sofia Trinidad (leftmost), Faculty Regent Carl Marc Ramota (center-left), Staff Regent Victoria Belegal (center-right), and AVPSA & OSDS Director Shari Oliquino (rightmost)

Representatives from the Board of Regents, including Student Regent Sofia Trinidad, Faculty Regent Carl Marc Ramota, and Staff Regent Victoria Belegal, together with the Assistant Vice President for Academic Affairs (Student Affairs) and OSDS Director Shari Oliquino, deliberated on the pivotal discussions and results of the conference. They tackled critical concerns presented by their respective sectors, underscoring the need for robust administrative and financial backing to evolve the University of the Philippines into an increasingly supportive and nurturing institution.



Figure 10. Photo of the completed commitment signing

A ceremonial signing event underscored the sectors' dedication to placing mental health and well-being at the forefront, crystallizing the conference's resolutions. University of the Philippines officials in attendance added their signatures as well.

**Closing Remarks**



Figure 11. Executive Vice President Jose Fernando T. Alcantara giving his closing remarks



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The conference reached its culmination with a closing address from Executive Vice President Jose Fernando T. Alacantara. He extended heartfelt thanks to the University of the Philippines Los Baños and the event organizers for their exceptional dedication, while underscoring the critical need for crafting concrete implementation strategies from the action plans deliberated upon throughout the conference. The proceedings drew to an inspiring close with the resonant signing of "UP Naming Mahal," symbolizing the University's steadfast dedication to mental health and well-being.



## V. Breakout Sessions

The breakout sessions conducted on the first and second days of the conference represented a dynamic endeavor to engage in focused discussions on the critical role of mental health and well-being within the educational framework of the University of the Philippines (UP). These sessions offered a valuable opportunity for participants to chart actionable strategies, delve into the university's existing mental health support initiatives, and foster a shared dedication to bolstering mental health across the UP community.

With clearly defined objectives steering the conversation, the sessions were pivotal in clarifying how mental health and well-being are integral to UP's educational philosophy. Participants were encouraged to express the importance of mental health in creating a conducive learning atmosphere, to identify strategic pathways, and to devise action plans tailored to each sector. The collaborative brainstorming process led to the identification of ways to weave mental health support into the fabric of UP's communal and cultural structure.

The action plans were guided by the various mental health and psychosocial support programs that the different constituent units (CUs) of the University of the Philippines offer. This review showcased effective programs worthy of emulation and enhancement, and facilitated discussions on immediate and long-term responses to the mental health challenges that the University community face.

A key takeaway from these sessions was the highlighted importance of cross-sectoral cooperation and collaboration in tackling mental health concerns. By adopting this comprehensive approach, the breakout sessions effectively tackled essential dimensions of mental health, culminating in a productive and insightful exchange of ideas.



## Students



*Figure 12. Student representatives discussing their answer to pre-conference questions during the break-out session at LITE Room, UP Los Baños. Photo credits to the UP Media and Public Relations Office*

During the breakout session, students engaged in a meaningful dialogue about how they can play an active role in nurturing a supportive and compassionate campus culture. The discussions highlighted the essential partnership between the student community and the Student Affairs offices, focusing on joint initiatives that build unity and drive collective efforts toward shared objectives. Despite students' attempts to voice their needs and concerns, there's a common sentiment that these messages often go unheard by the administration.

The session underscored the value of effectively sharing information, particularly in promoting a proactive approach to mental health. Peer-led programs were identified as crucial for maintaining engagement and encouraging students to participate in a supportive network. One notable initiative was the revival of the Sandigan-Sandalan Training and Advocacy Programs for Mental Health – a training program for peer mental health advocates that began in 2021.

Recognizing student viewpoints is fundamental, sparking conversations about the necessity for students to be well-informed and coordinated with administrative policies and actions. The discussions challenged the idea that students should function in a purely systematic way, overlooking the importance of their mental and emotional health.

In partnership with the University of the Philippines Constituent Units, a strategic approach has been developed to create safe spaces and enhance student connections. Empowering students to stand up for their rights and effectively navigate conflicts with the administration is seen as a key step in cultivating a harmonious and supportive educational environment.

Ultimately, it is critical to acknowledge the role of administrative support in student well-being. This includes allocating financial resources, providing training opportunities, and improving facilities to ensure that the student body thrives.



## Faculty



*Figure 13. Faculty representatives during the break-out session at LITE Room, UP Los Baños.  
Photo credits to the UP Media and Public Relations Office*

The Faculty Sector Breakout Session served as a vital forum for exchanging knowledge, fostering collaboration, and engaging in detailed dialogues about the latest advancements and established practices in the mental health and well-being sector. The recommendations outlined in this report provide a strategic roadmap for both institutions and individuals to bolster and enhance the mental health of faculty members, thereby fostering a nurturing and prosperous educational atmosphere.

To assist faculty members in effectively balancing their workloads while maintaining a focus on their mental health, the UP system can adopt a multifaceted approach that includes funding allocations for relevant projects, faculty promotion, and the harmonization of health services across all Constituent Units. Moreover, the system should consider equitable workload distribution to guarantee reasonable and sustainable work expectations for faculty, particularly during periods of high stress. The application of the BOR – E-hope 35% fund is recommended for use in outpatient services, prescription maintenance medications, and incremental approval by the board for broadening its scope of coverage.

Faculty members at the conference also expressed the need for a mental health break and enhanced access to mental health services within the university. They advocate for better logistical support, including housing and transportation provisions. Additionally, the proposition to establish a Faculty Welfare Committee was put forth. Their deliberations also highlighted the necessity of a comprehensive curriculum review to better align with the current needs of Filipino students. They emphasized the importance of evaluating the impact of Outcomes Based Education (OBE) on student mental health. For them, it is crucial that the UP System administration engage in discussions about potentially adopting the "Ginhawa" concept and investigate ways to implement it across all CUs.



The collective aim of these strategies is to cultivate a supportive environment that not only enables faculty to manage their workloads effectively but also prioritizes their mental well-being, ultimately leading to heightened job satisfaction and productivity.

## Mental Health Practitioners



*Figure 14. Mental Health Practitioners during their break out session at LITE Room, UP Los Baños.  
Photo credits to the Media and Public Relations Office.*

This discussion showcased the university's comprehensive approach to mental health interventions, emphasizing a holistic strategy to promote student well-being. The initiative features seamless collaboration across departments, including psychiatry and family medicine, to ensure that students' unique needs are met promptly by professionals.

The university has established a robust psychosocial support system, providing referrals to an extensive network of experts and maintaining up-to-date training for guidance staff on the latest evidence-based mental health care techniques. Regular collaboration with the University Health Service and the use of targeted surveys and assessments allow for the fine-tuning of intervention programs based on direct student feedback.

Screening tools like the Depression Anxiety Stress Scales (DASS-21) play a crucial role in early identification and intervention for mental health issues. The university's strategy, as discussed by mental health practitioners, emphasizes a proactive approach that includes preventive, therapeutic, and rehabilitative measures. Mental health screenings during pre-enrollment exams, on-site psychiatric services, Cognitive Behavioral Therapy (CBT) sessions, and support groups are tailored to meet the diverse needs of the student body. Additionally, the promotion of self-help practices and public health initiatives broadens the scope of support services.

Data-driven decision-making is central to the university's approach, with evaluations focusing on client experiences and self-esteem. The development of a localized well-being scale and the continuous refinement of services based on feedback highlight the university's commitment to adaptive improvement.

The combined efforts of faculty psychologists, nurses, and mental health first aiders, along with partnerships with external organizations, strengthen the university's ability to address



mental health concerns effectively. This comprehensive, dynamic approach to mental health intervention positions the university as a leader in fostering student well-being and mental health.

### Administrative Officers and Staff



*Figure 15. Administrative officer and staff representatives during the break-out session at NCAS Auditorium, UP Los Baños. Photo credits to Media and Public Relations Office*

The administrative team at our institution is dedicated to enhancing the mental health and well-being of our workplace. Despite their dedication, they face significant challenges, particularly due to the high-stress culture prevalent throughout the organization. The lack of recognition for mental health issues, coupled with the intense pressure of heavy workloads and tight deadlines, only adds to the difficulty of this task.

To overcome these challenges, a transformation in workplace culture is critical. Sector representatives suggest that this shift should focus on promoting work-life balance and fostering an environment of continuous professional development through training and seminars. Additionally, expanding the administrative team by hiring more staff is crucial for a more equitable distribution of work, which can help prevent employee burnout.

Moreover, the introduction of wellness breaks and team-building activities is vital in creating a supportive and collaborative work environment. The organization should implement policies that support work-life balance, including flexible work hours, the option for remote work, and generous paid leave.

Many wellness programs have already made a positive impact on the mental health of our administrative staff. Some units have launched various activities, from fitness challenges and competitions to shared meals, all aimed at reducing stress and building camaraderie.

In summary, several units within our organization have taken commendable steps to prioritize the mental health and well-being of their administrative staff. Through a range of initiatives and practices, these units have enabled staff to better manage their work-life



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balance, seek professional support when necessary, and strengthen their sense of belonging. Their steadfast commitment to employee welfare serves as an exemplary model for others to emulate.



## VI. Recommendations Made by the Sectors

### A. Student Sector

Student representatives assert that nurturing a supportive and empathetic academic environment is crucial for the well-being of students. To achieve this, students must engage in initiatives that emphasize mental health and contribute to a nurturing academic atmosphere. Their participation should extend beyond mere presence to active efforts that enhance mental health, collaboration, awareness, empowerment, and community engagement – key factors in creating a campus culture that values mental health.

Students should lead mental health initiatives, advocating for supportive policies and resources. This involves vocal, proactive engagement in seeking academic community improvements that support mental health.

Collaboration is vital as it brings unity and diverse viewpoints. Partnering with faculty, staff, and administration enriches the academic environment, promoting compassion and psychological well-being.

Raising awareness through educational campaigns, workshops, and events is crucial. Sharing accurate mental health information combats stigma, enhances understanding, and builds an empathetic, informed community.

Empowering students to manage their mental health and engage in policy-making is essential. Providing resources and opportunities for self-advocacy enables students to express their needs and contribute to mental health policy development.

A comprehensive strategy has been formulated to proactively address students' mental health issues, with the principal objective of enhancing mental health assistance and educational programs. The plan includes well-defined objectives, activities, responsibilities, timelines, measurable success indicators, and identified resource requirements. The efficacy of this action plan will be assessed by the increase in the number of students who receive peer support and mental health first aid training, which indicates a positive impact on the school environment. To achieve these objectives, securing additional financial resources, obtaining administrative support, and fostering collaboration are essential. This statement highlights the importance of collectively prioritizing students' mental health and holistic welfare. It is imperative for all stakeholders to work together dedicatedly and harmoniously to create an educational setting that fosters and prioritizes mental well-being. The suggested activities for consideration are as follows:

1. **Cultivating Support and Empathy:** Students play a crucial role in fostering a culture of support and empathy. By actively engaging with their peers, offering understanding, and being compassionate listeners, they create an environment conducive to mental health discussions.
2. **Collaboration with Centralized Efforts:** Collaboration with centralized efforts within the university ensures a coordinated approach to mental health support initiatives, optimizing resources and impact.



3. **Advocacy and Demands to System Administration:** Students can actively advocate for their mental health needs by forwarding their demands to the system administration. It's essential that these demands are acknowledged and acted upon promptly to bring about meaningful change.
4. **Information Dissemination and Peer Facilitation Programs:** Promoting a positive outlook on mental health-related activities and programs through effective information dissemination is vital. Additionally, continuing and encouraging participation in peer facilitation programs can enhance awareness and support within the student community.
5. **Institutionalizing Student Presence and Awareness:** Institutionalizing the presence of students in administrative processes ensures that students are aware of all actions and plans, enabling them to actively participate and contribute to decision-making.
6. **Addressing Mental Health Root Factors:** Recognizing that students are not robots and acknowledging the root factors impacting mental health is a critical step. Addressing these root factors is essential for a holistic approach to mental health support.
7. **Building Safe Spaces and Student Connections:** Students can contribute to building safe spaces and fostering connections with their peers. Collaboration with other UP branches amplifies the impact and reach of these safe spaces.
8. **Empowerment and Conflict Resolution:** Empowering students to assert their rights and facilitating conflict resolution between administration and students is vital for a harmonious and supportive academic environment.
9. **Advocating for Administrative Support - Budget and Facilities:** Advocating for administrative support in terms of adequate budget allocation and facilities for mental health programs ensures the sustainability and effectiveness of support initiatives.
10. **Develop Training Programs for Student Mental Health:** Design and implement training programs aimed at addressing the mental health needs of students, focusing on peer support and mental health first aid.
11. **Revive the Peer Support Mental Health Training Program:** Reinstate and revitalize the Peer Support Mental Health Training Program, fostering a culture of support and understanding among students.
12. **Utilize Podcasts and social media for Information Dissemination:** Create a podcast dedicated to mental health topics and utilize various social media platforms to effectively disseminate information and initiatives related to mental health across all constituent units (CUs).
13. **Develop a Continuity Plan for Mental Health Activities:** Establish a continuity plan to ensure the sustainability and seamless progression of mental health activities within the university.



14. **Identify and Catalog Mental Health Initiatives:** Identify all existing mental health initiatives across CUs and develop a comprehensive database or website for centralized access and information dissemination.
15. **Amendment Plan for the OBE Curriculum and Adaptation of Ginhawa in the Curriculum:** Integrate mental health awareness and self-care practices into the Outcome-Based Education (OBE) Curriculum, promoting holistic development.

## **B. Faculty Sector**

The faculty sector has been instrumental in addressing the critical challenge of mental health and well-being among students and faculty members. In response to the escalating concerns over mental health in the academic sphere, these sectors have united to propose a set of recommendations designed to foster a healthier and more nurturing environment for the entire University of the Philippines (UP) community. These recommendations are a testament to the faculty's commitment to the holistic development and well-being of not only students but also their peers in academia.

The proposals put forth a comprehensive approach to improve mental health and overall wellness. This includes the establishment of accessible and confidential counseling services, the promotion of a non-judgmental culture, and the introduction of initiatives to reduce stress and encourage mindfulness. Recognizing the rise of mental health challenges within the UP community, the faculty's detailed recommendations reflect a profound commitment to creating a supportive and empathetic educational setting that prioritizes the welfare of its members.

For the consideration of the UP System Administration, the following recommendations have been made:

1. Provide immediate relief from avoidable stressors by offering additional support services such as housing and shuttle services.
2. Foster a culture of meritocracy and increased participation in committee work by offering compensation for such duties and considering it in tenure and promotion evaluations.
3. Improve the efficiency of existing administrative processes by reviewing and revising any inefficient practices, such as the release of funds for travel and research.
4. Enhance support for mental health interventions by implementing further eHOPE reforms to cover outpatient services and medications, and ensure these are included in the Board of Regents (BOR) agenda and approved at the next meeting.
5. Acknowledge the right to mental health for faculty by providing up to 10 days of mental health break per academic year.



6. Ensure the actual implementation of current recommendations by securing a commitment from the UP System leadership, beginning with the UP President.
7. Institutionalize mechanisms across the system and constituent universities (CUs) that promote faculty welfare by establishing a Faculty Welfare Council.
8. Increase faculty numbers and reduce workloads by providing additional faculty positions and revising tenure and promotion guidelines to expedite the process.

These recommendations aim to enhance the quality of life for the UP community, ensuring that the university remains a place where mental health is recognized and supported as a vital component of academic success and personal growth.

### **C. Mental Health Practitioners Sector**

Mental health and well-being have become critical issues within the dynamic and often demanding contexts of academic and social life. In light of this, mental health professionals have developed a series of recommendations tailored for the UP System, with the objective of bolstering the psychological health and overall wellness of its students, faculty, and staff. These recommendations address the escalating mental health concerns with a comprehensive strategy that extends beyond immediate crisis management.

The professionals emphasize a holistic approach to mental health care that incorporates preventive measures, the destigmatization of mental health conversations, and the provision of accessible support services. Such guidance is invaluable for UP System administrators and policymakers as they craft programs that cater to the varied needs of the university populace. These programs could range from stress management and counseling provisions to educational campaigns that enhance understanding and support for mental health. Below are the detailed suggestions they have offered:

1. **Enhancing Service Access and Delivery:** The delegation from UP Diliman proposed two key goals: firstly, to fortify the comprehensive range of mental health and wellness (MHW) services across the constituent universities (CUs), thereby improving their accessibility to students, faculty, and staff. Secondly, to implement a streamlined One-Stop-Shop Approach for mental health interventions, ensuring that every CU is equipped to provide professional support and foster rehabilitation for overall well-being.
2. **Financing:**
  - To provide adequate, sustainable, and accessible services to clients.
  - To strengthen the bonds across all mental health professionals.
  - To sustain the mental health programs, plans and activities.
  - To finance activities of mental health professionals for growth and development.
  - To maintain self-care among mental health professionals.
  - To provide adequate, sustainable, and accessible services to clients
  - To strengthen the bonds across all mental health professionals.



- To sustain the mental health programs, plans and activities
- To finance activities of mental health professionals for growth and development.
- To maintain self-care among mental health professionals.

### **3. Information System Collaboration:**

Their goal is to bolster the management of information and data concerning the utilization of mental health services by students, faculty, and staff. We aim to improve the promotional efforts and initiatives focused on mental health awareness and support.

### **4. Leadership & Governance:**

Ensure that the UP System Administration is dedicated to fostering and promoting inclusive leadership and decision-making processes that reflect our diverse community.

### **5. Mental Health Policy Development:**

Create a comprehensive, system-wide mental health policy. This policy will demonstrate the university's unwavering commitment to mental health issues and outline our approach to supporting our community's well-being.

### **6. Employee Support and Wellness:**

The practitioners recognize the importance of work-life balance and are actively developing human resources practices that promote wellness. Their proposal includes the establishment of a sabbatical leave policy specifically tailored for mental health professionals, ensuring they receive the rest and rejuvenation necessary to provide the highest quality of care.

## **D. Administrative Staff Sector**

The mental health and overall well-being of administrative staff are essential to the effective functioning of any institution, particularly given their pivotal role in day-to-day operations. As the demands on these employees have increased, it has become increasingly clear that a structured approach is necessary to ensure their mental well-being. This recommendation proposes a multi-faceted strategy for the UP System to create a supportive environment that enables administrative staff to excel both personally and professionally, thereby enhancing the institution's success.

Recognizing the connection between staff well-being and institutional performance is crucial, especially in a time when mental health is gaining widespread recognition. Proactive measures to protect the mental and emotional well-being of administrative staff are not just



beneficial but necessary. By providing robust support, resources, and acknowledgment, the university can foster a workforce that is resilient, engaged, and dedicated, which in turn benefits the broader academic community and the students.

The following suggestions have been put forward to achieve these goals:

1. Implement RA 11036 (Mental Health Act) effectively by introducing wellness programs such as yoga, Zumba, and walking.
2. Introduce energizing activities, including Sabbatical Leave for Staff and the proposed 7-day service leave approved by the BOR.
3. Streamline processes by requesting the COA to ease requirements, especially for simple and low-cost requisitions, to facilitate faster service delivery.
4. Promote physical fitness among employees by informing them of their privileges to access campus facilities during their fitness hours.
5. Offer mental health counseling services to administrative staff, including hiring a psychiatrist and establishing a referral system for free consultations.
6. Encourage a healthy workplace culture by organizing seminars on workplace bullying and reviewing conduct rules for government employees.
7. Request additional plantilla items to reduce high turnover rates and ease stressful transitions.
8. Conduct a thorough review of staffing requirements for each Constituent Unit (CU) and ensure transparent implementation.
9. Institutionalize the role of mental health champions within workplace practices.
10. Standardize processes across the UP System by implementing system-wide memos and ensuring uniform policy application.
11. Re-evaluate policies to provide benefits for Non-UP Contractual staff, aiming to improve their working conditions.

By adopting these recommendations, the UP System can pave the way for a healthier, more productive workplace that supports the well-being of its administrative staff and, by extension, the entire university community.



## VII. Conference Synthesis

The 2023 Mental Health and Well-being Conference marked a significant milestone in fostering critical conversations and joint strategizing efforts. It emphasized the urgent need to prioritize mental health within educational settings, showcasing the University of the Philippines and its stakeholders' dedication to nurturing a mentally resilient community in academia. The conference offered a dynamic forum for participants to delve into mental health issues from diverse viewpoints, fostering a rich exchange of knowledge and experiences.

Moreover, the event celebrated the unity of various sectors, spotlighting the power of collaborative action in advancing mental wellness in academic circles. Through enlightening presentations, the speakers played a pivotal role in deepening understanding and encouraging proactive measures to cultivate a supportive mental health environment.

The conference culminated with a resolute pledge from all parties to champion initiatives that contribute to the advancement of mental health and overall well-being across the University of the Philippines System. The signing ceremony was a testament to an unwavering commitment from every sector to back the execution of well-crafted plans and to continue the conversation on mental health matters.

## VIII. Conference Evaluation

### Participant Feedback Analysis and Synthesis

This part of the report provides an in-depth review of the feedback received from attendees of the 2023 Mental Health and Wellbeing Seminar. Participants shared their insights and opinions on various aspects of the event in an evaluation process. The analysis of this feedback revealed a wide range of positive aspects that seminar participants highly valued. These insights were gleaned from their evaluation form responses as well as their comments when asked to highlight their favorite aspects of the event.

### Feedback on the Evaluation of the Mental Health and Wellbeing Conference 2023: A Descriptive Statistical Analysis

1. **Event Organization:** Approximately 66.67% of participants either strongly agreed or agreed that the event was well organized. However, approximately 19.05% expressed disagreement or strong disagreement with this statement.
2. **Clarity of Objectives:** Approximately 76.19% of participants either strongly agreed or agreed that the objectives and purpose of the event were clear. Nonetheless, approximately 14.29% expressed disagreement or strong disagreement.
3. **Meeting Expectations:** Around 57.14% of participants either strongly agreed or agreed that the event/activity met their expectations, while approximately 28.57% expressed disagreement or strong disagreement.



4. **Relevance of Information:** An overwhelming 92.86% of participants strongly agreed or agreed that the information presented during the event was relevant and useful. Only approximately 7.14% disagreed.
5. **Effectiveness of Visual Aids:** Approximately 80% of participants strongly agreed or agreed that the visual aids used during the event were effective. About 15% disagreed, and 5% strongly disagreed.
6. **Opportunity for Participation:** Approximately 90% of participants strongly agreed or agreed that adequate opportunities were given to participate and raise key concerns during the event. Approximately 15% disagreed, and 5% strongly disagreed.
7. **Clarity of Responses:** Around 85% of participants strongly agreed or agreed that responses to questions and concerns raised were clear and precise. Approximately 15% disagreed, and 5% strongly disagreed.
8. **Venue Suitability:** Approximately 75% of participants found the venue suitable for the event, while 25% had concerns.
9. **Safety and Security:** Approximately 75% of participants agreed that the venue was safe and secure, while 15% disagreed and 10% strongly disagreed.
10. **Food Satisfaction:** Around 80% of participants found the food tasty and flavorful, while 15% disagreed and 5% strongly disagreed. Similarly, approximately 85% agreed that the food service was good, and 5% strongly disagreed.
11. **Overall Satisfaction:** Approximately 75% of participants expressed strong agreement or agreement with the statement that they were satisfied with how the event was conducted, while 25% disagreed or strongly disagreed.

These percentages provide a more detailed understanding of participant responses, showing the varying levels of agreement and disagreement across different aspects of the event.

### **Feedback of Participants**

Based on the participant feedback regarding the guest speakers' presentations, we can draw the following conclusions:

**Presentation by Prof. Emeritus Michael L. Tan:** The majority of attendees were very pleased with Prof. Emeritus Michael L. Tan's lecture. One attendee specifically mentioned the presentation's simplicity yet profound insights and thoroughness. Additionally, it was suggested that Prof. Tan be invited to participate in future conferences, demonstrating the lecturer's overall favorability.

**Presentation by Dr. Evangeline Bascara-Dela Fuente:** The responses to Dr. Bascara-Dela Fuente's presentation were varied. While the majority of attendees found it either highly satisfactory or satisfactory, there were a few participants who expressed dissatisfaction, with one even stating that they were "Very Dissatisfied." This indicates that the reactions to Dr. Bascara-Dela Fuente's presentation were mixed, with differing levels of satisfaction.

**Joint Presentation by Prof. Emeritus Violeta Bautista and Dr. Divine Love Salvador:** The joint presentation delivered by Prof. Emeritus Violeta Bautista and Dr. Divine Love Salvador received predominantly positive feedback from participants. The vast



majority expressed high levels of satisfaction, rating the presentation as either highly satisfactory or satisfactory. It is worth noting that there was a single participant who strongly disagreed with the content, indicating a slight divergence in reception. Nevertheless, the overall response from the majority of the audience demonstrates a high level of satisfaction with the presentation.

Overall, these summaries show the varying levels of participant satisfaction and appreciation for each presentation, giving insights into the success and significance of the various sessions throughout the event.

**Topics and Speakers:** Many participants highlighted the topics and speakers as a major positive aspect of the event, indicating that the content and presentations were engaging and informative.

**Speakers:** Some attendees specifically commended the quality and effectiveness of the speakers, underlining their contribution to the success of the event.

**Food:** Several participants praised the quality and perhaps variety of food provided during the event, which contributed to their positive experience.

**Collective Effort and Collaboration:** The collective effort and collaboration of participants were appreciated, reflecting a positive atmosphere of shared commitment and engagement.

**Plenary and Sectoral Discussions:** Many attendees found value in the plenary and sectoral discussions, with some comments expressing satisfaction about their interactive, timely, and open nature. These discussions provided safe spaces for candid sharing of thoughts and sentiments.

**Action Plans and Initiative:** The development of action plans and the initiative to gather all sectors in one conference were seen as positive steps toward addressing mental health challenges.

**Full Participation and Interesting Presentations:** The full participation of all delegates and the interesting nature of the presentations were specifically highlighted, with participants indicating that they gained valuable knowledge that could be shared with colleagues.

**Overall Positivity:** Some participants expressed overall satisfaction, describing everything about the event, including speakers, food, transportation, and organizers, as wonderful. They expressed hope that such programs could be institutionalized for the benefit of all.

**Sectoral Group Work and Planning:** The sectoral group work and planning sessions were seen as a valuable component of the event.

**Breakout Sessions:** Breakout sessions were well-received as an avenue for sectoral and constituent university representation, especially in addressing common, CU-specific, or sector-specific mental health challenges that the UP Administration can work to resolve.



**Acquisition of Knowledge and Sharing of Experiences:** Participants mentioned the acquisition of knowledge and the opportunity to share experiences as positive outcomes of the event.

**Active Participation of the Audience:** The active participation of the audience was recognized as an engaging and enriching aspect of the event.

The feedback revealed that participants found many aspects of the event to be quite pleasant and beneficial, indicating a successful and well-received conference that matched the expectations and needs of its varied audience. In addition, the conference was well-received based on the opinions of the 2023 Mental Health and Wellbeing Conference attendees. The participants raised a range of concerns and suggestions for improvement of the activity. The following are the most essential points:

1. **Accommodation and Time Management:** Several participants expressed dissatisfaction with the venue's facilities and suggested that better time management could enhance the event.
2. **Weak cell Signal and Lack of Accommodation:** The weak or nonexistent cell signal was a major worry, making communication impossible. Furthermore, some participants, notably those from Visayas, encountered lodging issues prior to the event.
3. **Accommodation Information Delay:** Participants noticed a day-before-event delay in communicating information regarding a lack of accommodations.
4. **Program Flow and reminders:** Some guests complained about not obtaining the program flow ahead of time and receiving late reminders about the event's details.
5. **Prolonged Morning Session and Late Lunch:** Some participants felt that the morning session was excessively long, resulting in a late lunch.
6. **Absence of UP-System Admin Representatives:** Attendees expressed worry over the absence of UP-System Admin representatives to resolve issues and listen to their views.
7. **No Break Time:** Some participants mentioned how the lack of specified break periods hampered their overall experience.
8. **Lack of Water in Accommodation:** One specific issue was the lack of water for bathing on the third level around 7 a.m.
9. **Poor Organization:** There was a general consensus that the event was badly organized, particularly the lodgings of each participant prior to the event, which hampered the experience for many guests from Visayas.
10. **Speaker Presentations in Person:** Some participants recommended that having all speakers present in person will improve audience participation and the overall event experience.



## Recommendations

Participants offered several recommendations to enhance future events, encompassing various aspects of conference organization:

- 1. Time Management and Accommodation:** Many attendees suggested better time management, emphasizing the need to consider participants' schedules and the convenience and safety of accommodations. Recommendations included timely communication and coordination, sharing event details earlier, providing accommodation suggestions, and partnering with hotels/hostels for extended stays.
- 2. Participant Representation:** Several participants recommended a more balanced distribution of sectoral and constituent university representation during discussions and planning.
- 3. Signal Boosters and Improved Communication:** Suggestions were made to incorporate signal boosters for improved mobile connectivity. Participants emphasized the importance of timely communication and coordination.
- 4. Informed and Accommodating Approach:** It was recommended to provide delegates with more information in advance, particularly regarding accommodation and conference reminders. Clearer information about accommodation and transportation arrangements was also suggested.
- 5. Improved Transportation:** Attendees expressed the need for better and more organized transportation arrangements to ensure seamless logistics during the event.
- 6. Accommodation Insights:** To improve accommodation experiences, suggestions included providing advanced information about rooming with participants from different constituent units and ensuring an uninterrupted water supply during the conference.
- 7. Inclusion of Policy Makers:** Some participants proposed involving policy makers during discussions, particularly on issues, concerns, and action plans, to ensure concrete outcomes.
- 8. Early Invitations and Top Officials' Presence:** Recommendations encompassed early invitations for delegates and the presence of UP top officials during sectoral output presentations.
- 9. Representation of Psychology Students:** It was suggested that more students studying Psychology or related disciplines attend and represent their constituent units to provide insights based on their expertise in mental health.
- 10. Stricter Time Management:** Participants recommended stricter adherence to time schedules during the event to ensure punctuality.
- 11. Improved Event Organization and Listening to Sectoral Concerns:** Suggestions included clearer information about accommodation and transportation arrangements.



Some participants believed that listening to sectoral concerns and needs is essential to better tailor conference content.

The recommendations reflect valuable insights from participants aimed at enhancing future conferences, ensuring they are well-organized, accommodating, and effective in addressing mental health and well-being within the UP community. In summary, the 2023 Mental Health and Wellbeing Seminar received positive feedback on various aspects, along with critical feedback that provides valuable insights for future event enhancements, ultimately contributing to the well-being of the UP community.



## IX. ANNEX

### 1. List of Delegates

<b>UP Baguio</b>	<b>Sector</b>	<b>Designation</b>	<b>Office</b>
Cathleen de Guzman	Student	Chairperson	USC
Danielle Ann Mabalot	Student	Representative	USC
Liezel M. Magtoto	Faculty	Assoc. Professor	OSA
Meiji T. Bagangao	Faculty	Asst. Professor	OASH
Rodolfo Aguilar	Admin/Staff	Representative	OVCA
Grace Tovera	Admin/Staff	Scholarship Affairs Officer I	OSA/OSFA
Julie Tuguinay	MH Practitioner	GSS	OCG

<b>UP Cebu</b>	<b>Sector</b>	<b>Designation</b>	<b>Office</b>
Jasmine Nicole R. Booc	Student	Chairperson	USC
Elian R. Del Mar	Student	Chairperson	UPPsyMa
Karl Jade Cosido	Faculty	Instructor III	
Archill Niña F. Capistrano	Faculty	Assist. Professor 3/OASH Coordinator	College of Social Sciences/OASH
Zenaida L. Tabucanon	Admin/Staff	Dormitory Manager	Dormitory/OVCA
Arnella Labiste	Admin/Staff	Administrative Aide III	School of Management
Jon Paolo S. Morales	MH Practitioner	Nurse III	Health Services Unit
Cipriano V. Olita	MH Practitioner	GSS II	OSA

<b>UP Diliman</b>	<b>Sector</b>	<b>Designation</b>	<b>Office</b>
Arwin Ledesma*	Student	Dorm Manager	OVCSA
Dominic Liao*	Student	Dorm Manager	OVCSA
Merrydith Oliván	Faculty	Head	Wellness Committee
Paula Marie Cruz	Faculty	Member	Gender & Development Committee
Kathleen Hernandez	Admin/Staff	Representative	UHS
Syder Jess Nocos	Admin/Staff	Administrative Officer	OVCRD
Divine Love Salvador	MH Practitioner	Chairperson	UPD Psyserv
Jaclyn Marie L. Cauyan	MH Practitioner	Director	UPD OCG

\* Day 2 attendee

<b>UP Los Baños</b>	<b>Sector</b>	<b>Designation</b>	<b>Office</b>
Mark Gio Olivar	Student	Chairperson	USC
Ma. Julianna Torres	Student	Peer Facilitator	GABAY
Joan Ceclia Casila	Faculty	Associate Professor	LWRED-IABE, CEAT
Gemalyn Lozano	Faculty	Asst. Prof. VII/Asst. College Secretary	Department of Humanities/CAS-OCS
Donald Wayne Lampa	Admin/Staff	Administrative Aide VI	OVCSA
Genevieve Fojas	Admin/Staff	Dormitory Manager IV	OVCSA



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Janett Dolor	MH Practitioner	Guidance Services Specialist III	OCG
Jessie Walde	MH Practitioner	Director	University Health Service

UP Manila	Sector	Designation	Office
John Venedict Cabrera	Student	Representative	USC
Aija Lajara	Student	Representative	USC
Maria Margarita M. Lota	Faculty	Student Relations Officer/ Assoc. Prof.	Student Relations Committee
Archie Lawrence Geneta	Faculty	Member	Psychosocial Wellness Network
Carlota Surat	Admin/Staff	Administrative Officer V	CAS
Elena Venturina	Admin/Staff		OSA
Wilfredo II Francis F. Mina	MH Practitioner	GSS	OCG
Beatriz Andrea S. Morente	MH Practitioner	GSS I	OCG

UP Mindanao	Sector	Designation	Office
Ken Shane P. Melagrito	Student	Chairperson	USC
Remegio P. Domingo Jr.	MH Practitioner	GSS	OCG
Maria Concetta S. Mascardo	MH Practitioner	Nurse	OSA

UP Open University	Sector	Designation	Office
Madellaine S. Ortea	Student	Representative	USC
Myles Lorraine Tuason	Student	Representative	USC
Marites Silva Moya	Admin/Staff	Representative	OSA
Denise Therese Anne A. Palisoc	Admin/Staff	Anti Sexual Harassment Staff	OGC

UP Tacloban	Sector	Designation	Office
Paul Lachica	Student	Chairperson	USC
Mylene Dacara	Student	Member	USC
Jisaiah Enoch Alban	Faculty	Instructor I	DSS
Ervina Espina	Faculty	Coordinator	DSS, UP, OAR
Rhea Lina Saavedra	Admin/Staff	GSS	OSA
Kwenmae M. Tajarros	Admin/Staff	Head	Health Service Unit
Ruth Edisel Rylle S. Cercado	MH Practitioner	Chairperson	DSS, OASH FIC
Kimberly Mae Tañola	MH Practitioner	Faculty	DSS, OASH FIC

UP Visayas	Sector	Designation	Office
Anton Mathew B. Quilantang	Student	Incoming Councilor	USC
Thea Kryshna G. Dayata	Student	Councilor	USC
Johnrev B. Guilaran	Faculty	Assoc. Prof. II & Chairperson	CAS
Aniceta T. Alingasa-Aguirre	Faculty	Asst. Professor I/OIC	DSS, CAS, OASH
Jocelyn N. Fernandez	Admin/Staff	UPV Health Services Unit	Medical Officer III
Marites E. Geonanga	Admin/Staff	Scholarship Affairs Officer II	OSA
Agustin G. Huyong	MH Practitioner	Director	OSA



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Teresa S. Hortillo	MH Practitioner	GSS III	OSA
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CAS - College of Arts and Sciences  
 CEAT - College of Engineering and Agro-industrial Technology  
 DSS - Division of Social Sciences  
 FIC - Faculty-in-charge  
 GSS - Guidance Services Specialist  
 LWRED-IABE - Land and Water Resources Engineering Division IABE Complex  
 OASH - Office of Anti-Sexual Harassment  
 OAR - Office of Alumni Relations  
 OCG - Office of Counseling and Guidance

OCS - Office of the College Secretary  
 OGC - Office of Gender Concerns  
 OSA - Office of Student Affairs  
 OSFA - Office of Scholarship & Financial Assistance  
 OVCA - Office of the Vice Chancellor for Administration  
 OVCSA - Office of the Vice Chancellor for Student Affairs  
 UP - Ugnayan ng Pahinungod  
 USC - University Student Council

## 2. Plan of Action

### 2.1. Students

Link to the MHCW 2023 Plan of Action\_Students: <https://docs.google.com/spreadsheets/d/1ORTrrVwWqcd-NeuAcqan8XKtx4GfSTa/edit?usp=sharing&ouid=112178445773248972877&rtfpof=true&sd=true>

UP System Mental Health and Well-being Conference 2023 Sectoral Discussions - Student							
OBJECTIVES	ACTIVITIES	TASKS INVOLVED	PERSON'S RESPONSIBLE	TIMELINE (Short Term (next 3 years) and Long Term (next 5 years))	SUCCESS INDICATORS	RESOURCES/REQUIREMENTS	
To develop a comprehensive student mental health training program that addresses various mental health needs and concerns. This program should encompass workshops, seminars, counseling sessions, and resources aimed at promoting mental well-being among students.	Comprehensive Student Mental Health Training Program Development	<b>Interactive Workshops on Stress Management and Resilience:</b> Conduct interactive workshops that focus on stress management techniques, building resilience, and coping strategies for academic and personal challenges. Invite mental health professionals to facilitate discussions and provide practical tools to help students manage stress effectively. Include activities such as guided mindfulness exercises, stress-relief techniques, and group discussions to encourage active participation and skill development.  <b>Peer Support Group Training and Simulation:</b> Organize training sessions to educate students on effective peer support. Train them to recognize signs of mental health distress, provide empathetic listening, offer appropriate resources, and encourage seeking professional help when needed. Conduct role-playing and simulation exercises to help students practice providing support and guidance to their peers in a safe and controlled environment. Emphasize confidentiality, active listening, and empathetic communication throughout the training.  <b>Mental Health First Aid Certification Course:</b> Implement a Mental Health First Aid certification course where students can learn how to identify, understand, and respond to signs of mental health issues in themselves or others. Partner with certified mental health trainers to deliver the course content, covering topics such as common mental health disorders, crisis intervention, and appropriate actions to take in various situations. Ensure the course includes practical scenarios, case studies, and opportunities for students to ask questions and clarify doubts.	Office of Student Development Services Office of Student Regent Office of the President (for additional funding) Office of Vice Chancellor for Student Affairs of CU Office of Student Affairs University Student Council of each CU	12 Months	<b>1. More students are aware of and knowledgeable about mental health issues:</b> Sign of Success: Give students assessment before and after the program to see how much they've learned about mental health issues, how to deal with stress, and the resources that are available to help with mental health. The fact that students know and understand a lot more about mental health shows that the program was successful in teaching them about it. <b>2. Building and using peer support networks:</b> Sign of success: Keep an eye on how peer support networks form and how active they are among students. Find out how many students attended peer support training and how many of them then helped their peers who were having mental health problems. A peer support network that is growing and being used by many people shows that the goal of creating a supportive community and encouraging students to get mental health help is being met. <b>3. Use of Mental Health Services and Resources:</b> A Sign of Success: Keep an eye on how the program's mental health resources, such as counseling services, workshops, and support groups, are being used. Look at the information about how many students are asking for help, going to workshops, or using mental health services that are available. An increase in use shows that the program has effectively encouraged students to get help and support, showing that it has met their mental health needs.	Funding OSDS additional manpower OSA additional manpower Resource People and facilitators	
To revive and enhance the existing Sandigan Sandalar Peer Support Mental Health Training Program specifically Peer Support Mental Health Training Program and College based mental health training program to empower students to support their peers in lines of emotional distress or mental health challenges. Provide updated training materials and regular refresher courses to ensure the program remains effective and impactful.	Revitalization of the Peer Support Mental Health Training Program	<b>Enhanced "Sandigan Sandalar" Peer Support Mental Health Training Program:</b> Develop an enriched "Sandigan Sandalar" Peer Support Mental Health Training Program to equip students across the system with the skills, knowledge, and empathy required to support their peers experiencing mental health challenges. <b>Program Expansion and Integration Across the System:</b> Objective: Expand the reach of the program across all constituent universities within the system and integrate it seamlessly into the existing student support structure. Action Steps: Collaborate with the Office of Student Development Services across all constituent universities to ensure alignment and consistency in program implementation. Conduct awareness sessions and workshops to introduce the enhanced program to university administrators, faculty, and students system-wide, emphasizing the importance of mental health support and peer engagement. <b>Review Training Modules and Certification process:</b> Objective: Provide a structured and certified training program to enhance the capabilities of peer support volunteers or "Kasandalar". Comprehensive Review of Training Modules: Goal: Carefully look over the current training modules to make the content more useful and in line with the program's goals. Action Steps: a. Get a group of different mental health professionals, teachers, and program coordinators together to go over each training module. b. Check the content for clarity, accuracy, and inclusion to make sure it covers a wide range of mental health issues and the right ways to get help. c. Get feedback from past participants and trainers to find ways to make the training better and learn more about how the information can be used in real life. d. Add new research findings and the best ways to help people with mental health problems to the modules.	Office of Student Development Services Office of Student Regent Office of the President (for additional funding) Office of Vice Chancellor for Student Affairs of CU Office of Student Affairs University Student Council of each CU	12 Months	<b>1. Rate of Knowledge Retention and Application:</b> <b>Indicator of Success:</b> Determine the percentage of participants who improved their understanding and application of mental health support skills as a result of the enhanced training modules. <b>Approach to Measuring:</b> Conduct pre- and post-training assessments to assess participants' knowledge levels before and after the training program is completed. Participants' ability to apply newly acquired skills in providing effective peer support and addressing mental health challenges within their respective university communities will be assessed. <b>Threshold for Success:</b> Aim for a significant increase in knowledge retention and application, with a 30% or higher improvement rate as a target. Reach and participation in the program. <b>2. Determine the program's reach and engagement level by counting the number of students and faculty members who are actively participating in the enhanced "Sandigan Sandalar" Peer Support Mental Health Training Program.</b> <b>Measurement Approach:</b> Keep track of the total number of training program participants across all constituent universities. Attendance and engagement should be tracked during awareness sessions, workshops, and other program-related events held to introduce the enhanced program. <b>Threshold for Success:</b> Strive for a broad program reach, with a target participation rate of 70% or higher, aiming to engage a significant percentage of the student and faculty population.	Funding OSDS additional manpower OSA additional manpower Resource People and facilitators	
To launch a podcast series dedicated to mental health awareness, featuring mental health professionals, students sharing their experiences, and discussions about strategies for maintaining good mental health. Utilize this platform to break down stigma and provide valuable insights and resources.	Podcast Creation for Mental Health Awareness	<b>Podcast Episode Planning and Guest Speaker Selection:</b> Objective: Generate episode ideas and invite guest speakers to discuss diverse mental health topics. Activity: a. Brainstorm episode topics with the podcast team and potential guest speakers. b. Prioritize topics and invite relevant guest speakers for engaging discussions. <b>Podcast Recording and Editing Workshop:</b> Objective: Train the team in recording, editing, and producing podcast episodes. Activity: a. Conduct a workshop on recording, editing, and using necessary tools. b. Practice recording, editing, and refine the process for a smooth podcast flow.	University of the Philippine Open University Office of Student Development Services Office of Student Regent Office of Vice Chancellor for Student Affairs of CU Office of Student Affairs University Student Council of each CU	12 Months	<b>1. Diverse audience participation and feedback:</b> Measure the diversity and size of the audience listening to the podcast and collect feedback from them. <b>Measurement Method:</b> Track the number of podcast downloads, listens, and subscriptions, analyzing data to determine audience demographics. <b>Encourage listeners to provide feedback on the content via reviews, surveys, or social media comments.</b> <b>Threshold for Success:</b> Aim for a diverse and steadily growing audience, with positive feedback and a high engagement rate, which will demonstrate the podcast's impact and relevance. <b>2. Team Satisfaction and the Guest Speaker:</b> Assess the level of satisfaction and collaboration among guest speakers and the podcast production team as a success indicator. <b>Approach to measurement:</b> Collect feedback from guest speakers on their experience, satisfaction with the discussion, and perceived impact on mental health awareness. Hold internal team feedback sessions to assess team members' satisfaction, perceptions of training effectiveness, and ability to apply new skills to podcast creation. <b>Success Threshold:</b> Aim for high levels of satisfaction among guest speakers and the podcast team, ensuring a positive experience and effective collaboration in producing impactful mental health podcast episodes.	Funding OSDS additional manpower OSA additional manpower Resource People and facilitators	



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Email: osds@up.edu.ph, studentwelfare.osds@up.edu.ph

OBJECTIVES	ACTIVITIES	TASKS INVOLVED	PERSONS RESPONSIBLE	TIMELINE (Short Term: next 2-3 years) and Long Term: next 5 years)	SUCCESS INDICATORS	RESOURCES/REQUIREMENTS
To utilize various social media platforms to disseminate crucial mental health information, resources, events, and initiatives from each Constituent University. Regularly update these platforms to keep students informed and engaged in mental health initiatives.	Utilize Social Media for Information Dissemination	<p><b>"Mind Matters Awareness" is a social media campaign.</b> Using a dedicated social media campaign, raise awareness about mental health and promote relevant resources and events.</p> <p>Description of the Activity: a. Campaign Planning: Create a campaign design and execution team that includes social media managers, graphic designers, and content creators.</p> <p>To maintain brand identity and recognition, define campaign objectives, target audience, key messages, and a consistent visual theme.</p> <p>b. Content Development and Scheduling: Create visually appealing and informative content, such as graphics, videos, infographics, and written posts, that highlight mental health facts, tips, success stories, and available support services.</p> <p><b>Webinars and Q&amp;A sessions in real time: "MindTalk Live"</b></p> <p>Hosting live webinars and Q&amp;A sessions on social media platforms to engage the audience, answer their mental health-related questions, and provide expert insights is the goal.</p> <p>a. Topic Selection and Speaker Identification: Based on popular concerns or current events, select relevant mental health topics that align with the campaign's objectives.</p> <p>Invite mental health professionals, psychologists, counselors, or advocates to speak during the sessions to provide expert advice and guidance.</p> <p>b. Promotion and Registration: Spread the word about the live webinar or Q&amp;A session via social media posts, event pages, and email newsletters, encouraging people to register or submit their questions ahead of time.</p> <p><b>Use Social Media to Disseminate Information:</b></p> <p>Distribute campaign-related content, updates, and announcements across social media platforms to ensure widespread distribution and visibility among the target audience.</p> <p>Encourage audience participation by asking questions, posting polls, or using relevant hashtags to start discussions about mental health.</p> <p>Respond to comments, messages, and inquiries as soon as possible, providing accurate information and directing people to appropriate mental health resources.</p>	<p>University of the Philippine Open University</p> <p>Office of Student Development Services</p> <p>Office of Student Regent</p> <p>Office of Vice Chancellor for Student Affairs of CU</p> <p>Office of Student Affairs</p> <p>University Student Council of each CU</p>	12 Months	<p><b>"Mind Matters Awareness" is a social media campaign.</b></p> <p>Indicator 1 of Success: Audience Reach and Engagement</p> <p>Analyze the number of impressions, shares, likes, comments, and overall engagement on social media posts to determine the campaign's success. A higher engagement rate indicates that the audience has a broader reach and is more aware of mental health issues.</p> <p>Indicator 2 of Success: Increased Awareness Conversion Rate</p> <p>Calculate the conversion rate of social media users who were previously unaware of mental health issues but became interested or sought additional resources after engaging with the campaign. An increasing conversion rate indicates that awareness and education efforts have been successful.</p> <p>Webinars and Q&amp;A sessions in real time: "MindTalk Live"</p> <p><b>Indicator 1 of Success: Participant Engagement and Interaction</b></p> <p>Measure the active participation of attendees during the live sessions through questions, comments, and interactions to determine the success of the webinars. A higher level of engagement indicates effective knowledge dissemination and audience interest.</p> <p>Indicator 2: Knowledge Retention and Feedback Following the Event</p> <p>Gather post-event feedback and conduct follow-up surveys to gauge attendees' understanding, retention of mental health information, and overall satisfaction. Positive feedback and knowledge retention indicate a successful educational event.</p>	<p>Funding</p> <p>OSDS additional manpower</p> <p>OSA additional manpower</p> <p>Resource People and facilitators</p>
To formulate a robust continuity plan to ensure the sustainability and consistency of mental health activities within the university, even during unforeseen circumstances or transitions. This plan should detail roles, responsibilities, emergency protocols, and strategies for ongoing mental health support.	Development of a Mental Health Continuity Plan	<p><b>Evaluating Current Mental Health Assistance:</b></p> <p>Understand the strengths and weaknesses of the institution's current mental health resources and services.</p> <p>Create a team to map existing mental health services and collect information on their effectiveness.</p> <p>Using surveys and interviews with key stakeholders such as students, staff, and mental health professionals, identify any gaps.</p> <p>Analyze the mental health services' strengths, weaknesses, opportunities, and threats in light of stakeholder input.</p> <p>Collaborative Continuity Planning:</p> <p><b>Engage stakeholders in the planning of continuous mental health support that addresses identified gaps in care.</b></p> <p>Conduct workshops with the participation of mental health professionals, students, staff, and administrators.</p> <p>Collect ideas and suggestions to draft a mental health continuity plan.</p> <p>Examine and finalize the plan based on feedback from stakeholders, ensuring that it aligns with institutional objectives and capabilities.</p>	<p>Office of Student Development Services</p> <p>Office of Student Regent</p> <p>Office of Vice Chancellor for Student Affairs of CU</p> <p>Office of Student Affairs</p> <p>University Student Council of each CU</p>	12 Months	<p><b>Evaluating Current Mental Health Assistance:</b></p> <p>Success Indicator 1: Identifying Gaps</p> <p>Quantify the number of identified mental health service gaps, indicating improvement opportunities.</p> <p>Second Success Indicator: Incorporating Stakeholder Input</p> <p>Track the proportion of stakeholder input that has been incorporated into the plan for mental health continuity, demonstrating its inclusiveness and relevance.</p> <p>Collaborative Continuity Planning:</p> <p>First Success Indicator: Stakeholder Participation</p> <p><b>Assess the level of stakeholder participation in planning workshops, which demonstrates collaboration and involvement.</b></p> <p>Acceptance of the final plan as the plan of action</p> <p>Determine the rate of acceptance of the final Mental Health Continuity Plan among stakeholders, which indicates their support.</p>	<p>Funding</p> <p>OSDS additional manpower</p> <p>OSA additional manpower</p> <p>Resource People and facilitators</p>
To establish a centralized database or Website for Mental Health Initiatives within each Constituent University. This platform should serve as a comprehensive resource hub, providing information about available mental health services, programs, support groups, and how to access them.	Creation of a Centralized Database or Website for Mental Health Initiatives	<p><b>Setup of a Centralized Database:</b></p> <p>Create a centralized database to efficiently organize and manage all mental health initiatives data.</p> <p>Detailed Description:</p> <p><b>Form a team to plan the mental health initiatives database structure and categories.</b></p> <p>Collect and organize data regarding mental health initiatives, ensuring its accuracy and confidentiality.</p> <p>Maintain and update the database on a regular basis to keep information current.</p> <p><b>Development of Mental Health Initiatives Websites:</b> Develop a user-friendly website where individuals can access information about mental health initiatives.</p> <p>Detailed Description:</p> <p>Plan and design the website's layout while keeping it informative and user-friendly.</p> <p>Create and integrate engaging content about mental health initiatives into the website.</p> <p>Improve the user experience by testing the website with users and incorporating their feedback.</p> <p>Launch and promote the website to the academic community.</p>	<p>Office of Student Development Services</p> <p>Office of Student Regent</p> <p>Office of Vice Chancellor for Student Affairs of CU</p> <p>Office of Student Affairs</p> <p>University Student Council of each CU</p> <p>UP ICTDO</p>	12 Months to 36 Months	<p><b>Centralized Database Setup:</b></p> <p>Success Indicator 1: Database Completeness</p> <p>Ensure all relevant mental health initiatives are entered into the database, achieving at least 95% completion.</p> <p>Success Indicator 2: Data Accuracy and Security</p> <p><b>Maintain a 99% accuracy rate in the data entered and implement robust security measures to protect sensitive information.</b></p> <p>Mental Health Initiatives Website Development:</p> <p>Success Indicator 1: User Satisfaction</p> <p>Achieve a minimum 90% user satisfaction rate through feedback and usability testing.</p>	<p>Funding</p> <p>OSDS additional manpower</p> <p>OSA additional manpower</p> <p>Resource People and facilitators</p>

## 2.2. Faculty

Link to the Copy of MHW\_C [Faculty] Plan of Action:

<https://docs.google.com/spreadsheets/d/1f1EF6kFrM4cuqhm2GcZx17JbS8zA6nDWMTj2MoMg2GY/edit?usp=sharing>

UP System Mental Health and Well-being Conference 2023 Sectoral Discussions - [Faculty]						
OBJECTIVES	ACTIVITIES	TASKS INVOLVED	PERSONS RESPONSIBLE	TIMELINE (Short Term: next 2-3 years) and Long Term: next 5 years)	SUCCESS INDICATORS	RESOURCES/REQUIREMENTS
Immediate						
a. Provide immediate relief for avoidable stresses	Provide additional support services (ex. housing, shuttle service)	Review what was done during pandemic and do it again	OVPA, OVCA, HRDO, Accounting head	Next 3-6 months	Accommodations and shuttle service provided	Money and political will
b. Enhance meritocracy/increase participation in committee work	Provide remuneration for committee work and establish weight in consideration in tenure and promotion	Memo and guidelines	OVPA, OVCAA	Next three months	Memo and guidelines released	Political will
c. Improve efficiency of existing processes	Review and revise inefficient administrative practices	Identify inefficient practices in the administrative processes (ex. release of money for tips, research)	OVPA, OVCA, HRDO, Accounting head	Next 3-6 months	Revised protocols, Accountable people identified, Mechanisms for Accountability set down	Political will
d. Provide additional support for MH interventions	Implement additional eHOPE reforms (to cover for outpatient services and meds)	Inclusion in BOR agenda and BOR approval in next meeting	UP President, BOR	Within this month	Announcement and release of guidelines	Support of UP President
e. Recognize MH right of faculty	Provide 10 days for MH break per academic year	Memo and guidelines	UP President, OVPA, OVPA	Next three months	Memo and guidelines released	Political will
f. Enable actual implementation of current recommendations	Extract commitment from UP System leadership starting with UP President	Actual provision of people and resources	UP President and VPs	Within the week	Memo and guidelines released	Political will
Medium-Term						
a. Institutionalize system- and CU-wide mechanisms that promote faculty welfare	Establish a Faculty Welfare Council	Consultation with faculty representatives, coordination with UCs and faculty union, creation of committee	OP, OVPA, OC, OVCAA, OFR	Within one year	Faculty Welfare Council established	Money and political will
Long-Term						
a. Increase faculty and reduce workload	Provide additional plantilla for faculty, revise tenure and promotion guidelines to expedite process	Obtain new plantilla positions for faculty and revision of current guidelines re workload	UP President	Within next three years	Additional faculty positions, reduced workload	Money and political will

## 2.3. Mental Health Practitioners

Link to the copy of HIS MHW\_C [MH Practitioners] Plan of Action:

[https://docs.google.com/spreadsheets/d/11cKS98FgUcwo1CLT-sofTx0yo60zYHK\\_eD5hTAIP3IIA/edit?usp=sharing](https://docs.google.com/spreadsheets/d/11cKS98FgUcwo1CLT-sofTx0yo60zYHK_eD5hTAIP3IIA/edit?usp=sharing)



# Office of Student Development Services UNIVERSITY OF THE PHILIPPINES

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UP System Mental Health and Well-being Conference 2023 Sectoral Discussions - MH Practitioners							
OBJECTIVES	ACTIVITIES	TASKS INVOLVED	PERSONS / UNITS RESPONSIBLE	TIMELINE (Short Term (next 2-3 years))	TIMELINE (Long Term (next 5 years))	SUCCESS INDICATORS	RESOURCES/REQUIREMENTS
Access & Delivery of Services c/o UPD and UPLB: UPD suggested objectives to strengthen the CUI suite of MHW services and to enhance access to these services by students, faculty, and staff	1. Enhance existing services and programs per CU 2. Create additional services and programs per CU 3. Share resources across CUs	1. Identify gaps and best practices in services and resources per CU 2. Formalize cooperative ties across CUs and/or establish System level MHPSS Network (non-hierarchical cooperation between MHPSS units across CUs) 3. Identify and address structural and organizational barriers to delivery and access 4. Create a mental Health Standards of Care? Compilation, agreement of practices across the system, once established, each CU should accommodate cultural sensitivities existing in their campuses (Use of screening tools, use of the provider network) 5. Strengthen peer-support group (volunteer-based, that can be tapped through the provider network, where they can provide PFA e.g. use of Friendship bench) - by increasing the number of volunteers trained	1 year			1. Gaps identified, best practices and resources shared 2. Establishment of System level MHPSS network 3. Standards of Practice established catering to cultural sensitivities for each CU 4. Number of trained peer support groups increased, more students and employees given psychosocial support	
Workforce c/o UPLB and UPOU 1. To strengthen the workforce of each CUs related to their functions and responsibilities. 2. To respect the dignity and image of the GSS profession. 3. To untold GSS administrative functions and responsibilities as per RA 9258 (Section 5). 4. To ensure that the counseling and guidance programs and activities can provide a quality and holistic approach in the delivery of its services as per CMO No. 9 S. 2013 Section 14.2.1 (1-1000)	Create new/ additional plantilla items per CU as per CMO No. 09 S. 2023 (Enhance Policies and Guidelines on Student Affairs and Services) i.e. Guidance Services Specialist, Psychometrician, Psychologist, administrative staff, Researcher) Request budget for hiring ICSCCOS GSS, Clinical Psychologist, Psychometrician, administrative staff and researcher.	GSS - responsible for the implementation of the Guidance and Counseling Programs Clinical Psychologist - assess and diagnosed a wide range of mental health and behavioral issues. Psychometrician- in-charge in test administration and interpretation, intake interview, and assist GSS in handling student at risk. Administrative Staff - handle all administrative functions Researcher - conduct relevant studies related to the delivery of guidance services. Social Worker - providing social welfare services to students Psychiatrist - conducts psychotherapy and prescribes medications and other medical treatments.	UP system	5 years	one year	Efficient and effective delivery of guidance and counseling program and services.	
Information System c/o UPV and UPT: 1. To strengthen the information and data management related to mental health services availed by students, faculty and staff 2. To enhance promotional activities/programs/services/initiatives related to mental health	1. Harmonize informed consent form in getting and using information. 2. Contextualize assessment tools per need 3. Refine physical and digital data collection, safekeeping, and sharing. 4. Effectively maximize the usage of data and information for mental health and wellness development, promotion, referral, and research.	1. Review existing informed consent and other forms per CU for a possible system-wide and per CU 2. Inventory of existing assessment/screening tools and to identify what is the appropriate tool per need/surpose. 3. Create a secured information system and application (system-wide or per CU) 4. Conduct collaborative research work on mental health wellness to create programs to support the needs of the faculty, staff, and students	UP System leadership and CU leadership (Chancellor, relevant VCs, Deans, IT personnel, heads of MHPSS units)	1. Harmonize informed consent form in getting and using information in year. 2. Contextualize assessment tools per need in 1 year. 3. Conduct collaborative research work on mental health wellness to create programs to support the needs of the faculty, staff, and students	Create a secured information system and application (system-wide or per CU) Conduct collaborative research work on mental health wellness to create programs to support the needs of the faculty, staff, and students	Efficient accessibility and delivery of relevant and evidence-based mental health and wellness services	
OBJECTIVES	ACTIVITIES	TASKS INVOLVED	PERSONS / UNITS RESPONSIBLE	TIMELINE (Short Term (next 2-3 years))	TIMELINE (Long Term (next 5 years))	SUCCESS INDICATORS	RESOURCES/REQUIREMENTS
Financing c/o UPMin and UPC Leadership and Governance c/o UPB and UPM	Establishment of a Central Coordinating Body (Systemwide Mental Health Council with CU representation) Development of a unified Mental Health Policy					Institutionalizing policy on wellness leave for all (just as students have reading break, and heads of offices have energizing leave)	

## 2.4. Administrative Officers and Staff

Link to the Copy of REPS-Admin MHWC\_Plan of Action:

[https://docs.google.com/spreadsheets/d/1bQa8LLCsVwXNNUdBpMOMVmi6G5HSPKQ01\\_mzWGO4S2E/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1bQa8LLCsVwXNNUdBpMOMVmi6G5HSPKQ01_mzWGO4S2E/edit?usp=sharing)

UP System Mental Health and Well-being Conference 2023 Sectoral Discussion - Admin Officers and Staff							
OBJECTIVE/S	ACTIVITIES	TASKS INVOLVED	PERSON/S RESPONSIBLE	TIMELINE (Short Term (next 2-3 years)) and Long Term (next 5 years))	SUCCESS INDICATORS	RESOURCES/REQUIREMENTS	
implementation of RA 11036- mental health act	Wellness Activity Program (Yoga, Zumba, walking, etc.)	Propose a memo/AO coming from the president	PAJ, CU Chancellors, HRDO, HEAD OF UNIT	Long Term	# of participants (50-70%)	Facilities, budget, resources dept, trainers	
energizing	Sabbatical Leave for Staff	approval of the proposed 7 days long service leavey by the BOR.	BOR	Long Term	implementation of approved policy - IRR	approval of head of unit	
Simplify process requirements by COA	Request easing of processes / requirements by COA	Review rules and regulations imposed by COA. Point out transaction requirements that can be trimmed down, processes that delays services to clients or office needs. To ascend concern to President, to possibly request COA, easing out of rules and regulations especially for regulations on small amounts, simple regulations .	OVCA, OC, COA	Long Term	RA11032- anti red tape act		
enhanced the wellbeing of emp	One wellness activity is physical fitness. Re orient employees of their privilege to use available facilities in the campus (type of facility, schedule of its availability) which may be availed by employees during their allotted physical fitness hours per week. Eg. weight room, badminton and table tennis area, lawn tennis court, basketball court)	Request HRDO to coordinate with Human Kinetics Program office and check and list the available facilities in the campus, likewise its availability of use for employees. To propose to them to issue reminder memo about physical fitness hours and the available facilities these employees may enjoy	administrative staff	long term	availment of employees of these privileges	budget	
mental health and wellbeing	Baglio - Maraming initiatives because maraming clamours. Ang mga GSS ay tumutugon sa mga concerns, such as yoga, stress management, etc. ang problema ay participation ng admin staff hindi mahihala kahit anong gusto - nirarason ay hindi maiwan ang work, Tangkilikin ang programa ng mga GSS. Participation ng mga Staff. Para maensure na natutulungan.	Further campaign available programs. Encourage supervisors and their staff to support the programs and encouraged their subordinates to join. Explain the long term effects of these programs. Motivate employees to participate	OCG personnel ; head of unit	Long term	increase of participants to avail of the programs	GSS initiatives	
mental health and wellbeing	Information dissemination of GSS extending their services to employees, Counseling services for employees undergoing psychosocial issues, depression, grief.	Consult Guidance counselors regarding this voluntary service they extend to employees. Inform employees of the extended services of Guidance counselors. Propose memo to Vice Chancellor for Administration.	OCG personnel	May be short/long term	Availment of these services by personnel undergoing psychological difficulties/ challenges		
To provide MH counselling services to admin staffers	Hire a psychiatrist, referral system (free consultation) sa mga Hoap with MOA	MH services and programs; request additional plantilla item	PAJ > Chancellor > Head of Unit	Long term	# of patients & treated patients		



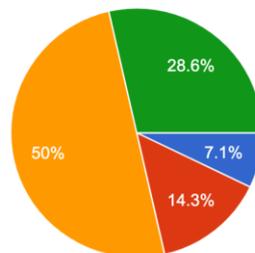
OBJECTIVES	ACTIVITIES	TASKS INVOLVED	PERSON'S RESPONSIBLE	TIMELINE <small>(Short Term (next 2-3 years), and Long Term (next 5 years))</small>	SUCCESS INDICATORS	RESOURCES/REQUIREMENTS
Encourage administration the goal of reducing or eradicating toxic workplace environment: Bullying, harassment, looming which may be caused by co workers.	or refer to outside linkages for referralsystem Request for seminar or orientation about bullying in the workplace. CSC rules on proper conduct of government employees.	joint MOA Request for orientation and seminar about bullying in the workplace. To check person with such specialization.	head of agency HRDO	Long term Once in three years	1-2 partnership with other agencies number of participants attended the orientation	signed moa Invite speaker from CSC
additional plantilla item	Approval of request for plantilla items to lessen frequent turnovers and stressful transitions.	Request for hiring of plantilla items especially for offices with a minimum of 2 employees. SUBMISSION OF ADDITIONAL STAFF COMPLEMENT	head of agency- PAAJ	Long term	APPROVED PLANTILLA ITEM	DBM
Staff physical fitness	Gym monthly fees / gym membership cost a lot of money for both employees and students. As an alternative may we request for an additional facility like a callisthenics / street workout park or a korean exercise park that both employees and students may use for free.			Long term		
mental health & wellbeing	Safe/ special rooms for staff use (e.g. prayer room, lbb, pantry, yoga, exercise/ play room, gym, kitchen)	ovca, oca cmo, ppo	Head/ building admin/ Chancellor	Long term	relaxed; no more nagreklamo	budget
	Regular updated seminars for staff	hrdo; memo	hrdo head of unit, organizer	Long Term	Awareness and understanding	budget
	Venue/ specialists for staff consultations			Long Term	Implementation	
	Weekly/bi-monthly activities of the staff's choice	planning of activities	Directors/ Heads	Long term	100% attendance, increased awareness, optimism, energy	Budget
A Staffing complement that can address the current needs of each CU	Rigid review of each CU's staffing complement requirement, dialogue with CSC, DBM and other concerned agency, transparency in the implementation	Detailed job audit in collaboration with CSC and DBM to ascertain the actual needs of the University, review of the functions of each CU.	Administrative Officers, Heads of Units, HRDO, OVCA, OC, OVPA, OP	2-3 Years	This will address the job mismatch which causes other staff to be overworked and will result in excellent delivery of service to the stakeholders	funding for the honorarium of speakers, job auditors, and workshops to be conducted
Institutionalization of sustainable mental health champions in the workplace	submission of CU functions which should include MH practice	regular review of compliance to the efficient implementation tasks	Administrative Officers, Heads of Units, HRDO, OVCA, OC, OVPA, OP	2-3 Years	This will address the job mismatch which causes other staff to be overworked and will result in excellent delivery of service to the stakeholders	funding for the honorarium of speakers, job auditors, and workshops to be conducted
One UP, One Process	Implement systemwide memo, IRR	ensure uniform impelmentation of issuances, policies and guidelines	Administrative Officers, Heads of Units, HRDO, OVCA, OC, OVPA, OP, twg	Long Term	one policy one implementation	funding for the honorarium of speakers, job auditors, and workshops to be conducted
To provide benefits for Non-UP	To provide benefits for Non-UP	Revisit and revise the policy with regard to the benefits of NON-UP	Office of the President/OVPA, OC, OVCA	Long Term	This will aid our Non-UP	Funds

### 3. Conference Evaluation Survey Results

A. Kindly rate the quality of the event by indicating the extent to which you agree or disagree with each statement.

The event was well organized.

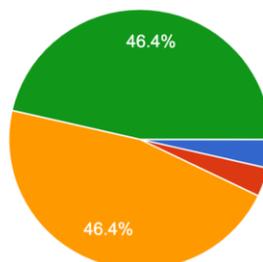
28 responses



- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Agree
- 4 - Strongly Agree
- NA - Not Applicable

The objectives and purpose of the event were clear.

28 responses

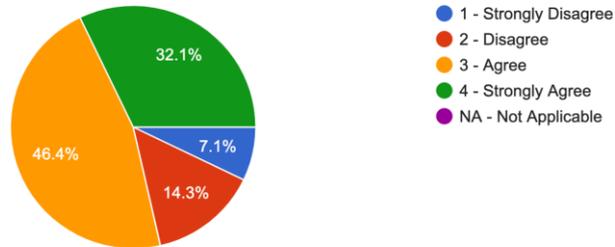


- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Agree
- 4 - Strongly Agree
- NA - Not Applicable



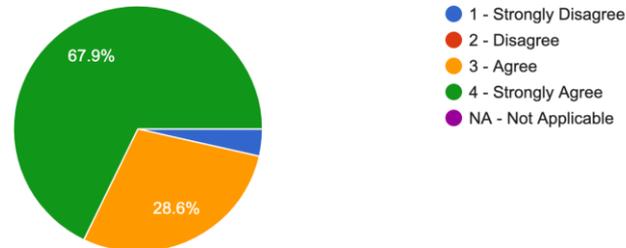
**The event/activity met my expectations.**

28 responses



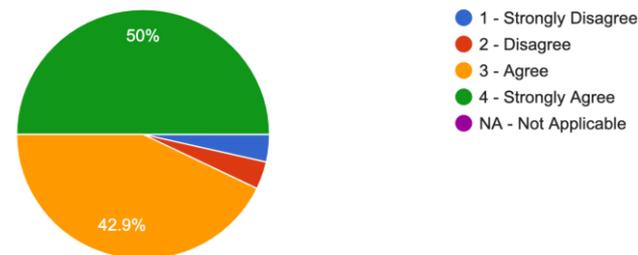
**Information presented during the event was relevant/useful.**

28 responses



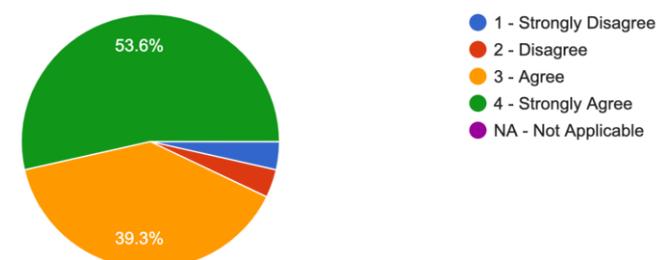
**The visual aids were effective.**

28 responses



**Adequate opportunity was given to participate and raise key concerns during the event.**

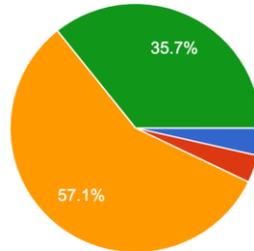
28 responses





**Responses to questions and concerns raised were clear and precise.**

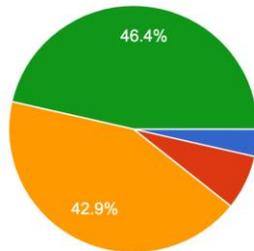
28 responses



- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Agree
- 4 - Strongly Agree
- NA - Not Applicable

**The venue was suitable for the event.**

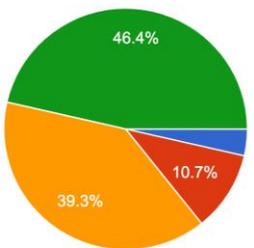
28 responses



- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Agree
- 4 - Strongly Agree
- NA - Not Applicable

**The facilities were suitable for the event.**

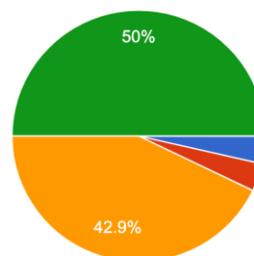
28 responses



- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Agree
- 4 - Strongly Agree
- NA - Not Applicable

**The venue was safe and secure for the participants of this event.**

28 responses

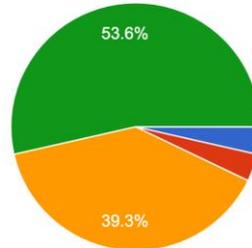


- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Agree
- 4 - Strongly Agree
- NA - Not Applicable



The food was tasty and flavorful.

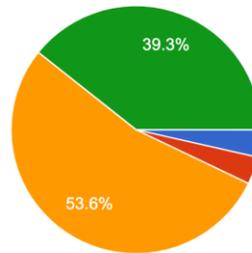
28 responses



- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Agree
- 4 - Strongly Agree
- NA - Not Applicable

The food was aesthetically acceptable.

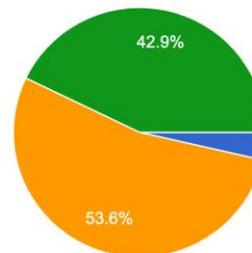
28 responses



- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Agree
- 4 - Strongly Agree
- NA - Not Applicable

The food service was good.

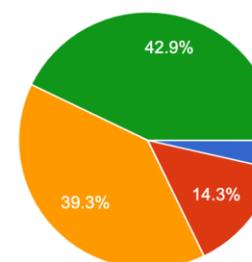
28 responses



- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Agree
- 4 - Strongly Agree
- NA - Not Applicable

Overall, I am satisfied with how the event was conducted.

28 responses



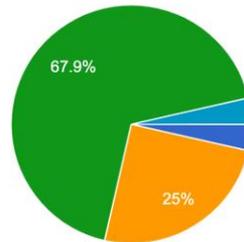
- 1 - Strongly Disagree
- 2 - Disagree
- 3 - Agree
- 4 - Strongly Agree
- NA - Not Applicable

B. Share your satisfaction with each speaker based on the parameters.



**Prof. Emeritus Michael L. Tan**

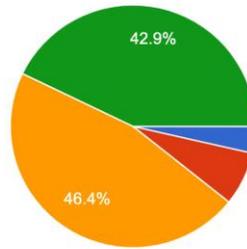
28 responses



- 1 - Very dissatisfied
- 2 - Dissatisfied
- 3 - Satisfied
- 4 - Very Satisfied
- NA - Not Applicable
- simple presentation of lecture but very insightful and comprehensive; to invite Prof. Tan again if there will be an offshoot of the last conference

**Dr. Evangeline Bascara - Dela Fuente**

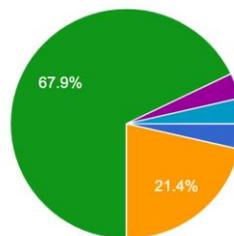
28 responses



- 1 - Very dissatisfied
- 2 - Dissatisfied
- 3 - Satisfied
- 4 - Very Satisfied
- NA - Not Applicable

**Prof. Emeritus Violeta Bautista/Dr. Divine Love Salvador**

28 responses



- 1 - Very dissatisfied
- 2 - Dissatisfied
- 3 - Satisfied
- 4 - Very Satisfied
- NA - Not Applicable
- Dr Salvador was excellent

**C. What did you least like about this event? (18 responses)**

1. The venue for accommodation and the time management
2. The accommodation
3. Weak to no mobile signal, no accommodations for the day before event, especially those coming from vismin
4. Accommodation (temporary residence)
5. The delay of info dissemination about the lack of accommodation a day before the event
6. Program Flow was not send ahead of time
7. Late notices
8. extended morning session/late lunch
9. lack of representatives to listen from the UP System Admin



10. no break time
11. No water to take a bath at the 3rd floor accommodation at 7a.m
12. The event was very poorly organized.
13. It would have been better if all speakers were there to present face-to-face to ensure audience engagement.
14. Poor time management
15. The projector was a bit blurry.
16. The late/lack of information/coordination from the system on arrangements for travel and accommodation in connection with the event especially for regional CUs.
17. The event was not well-planned. There was no proper coordination with the participants especially on matters like accommodation and funding
18. Perhaps there could have been a forewarning about the possibility of a water shortage at the dormitory area, so participants can be better prepared. 2 hours for the preparation of presentations and group discussions also seemed a bit short in the context of the questions given.

D. What did you like best about this event? (21 responses)

1. The topics and speakers
2. Speakers
3. Food
4. Collective effort and collaboration of participants
5. The plenary and sectoral discussions
6. Each sector was given a time to discuss and present the needs identified by the sectors
7. Interactive, timely, and provided safe spaces for candid sharing of thoughts and sentiments.
8. action plans
9. the initiative to gather all sectors in one conference
10. full participation of all the delegates; congratulations to the organizers
11. the whole presentation was very interesting and I was able to grasp knowledge that can be shared to my colleagues
12. Everything was wonderful. e.g. the speakers, food, transportation, and the organizers. Hope this could be institutionalized soon so we seniors will still be able to enjoy/avail of this program. Thank you!
13. The sectoral group work/planning
14. The breakout sessions.
15. It was an avenue for sectoral and constituent university representation when it came to bringing up common, CU-specific, and/or sector-specific mental health challenges that the UP Administration can address.
16. more knowledge
17. Food, sharing of experiences
18. The active participation of the audience.
19. The outputs and commitments of the various participating sectors on which the mental health programs/initiatives of the System and CU's could be based.



20. The meeting of the minds and people working together to achieve the goals of the activity. Meeting other ka "UP"
  21. I appreciated how all sectors were included in the discussion and the vehicles provided to help us navigate through the campus
- E. Do you have any suggestions as to how we can improve our future events? (20 responses)
1. Pls address the time management in consideration of the participants and the venue for accommodation if needed should be considered to ensure convenience and safety of the participants
  2. Selection of accommodation. Representation of participants should be distributed accordingly
  3. Thanks to all the organizers. We appreciate all your effort. Suggestions to improve future events: Signal boosters, improve on timely sending of communication and coordination
  4. Kindly share details re the event days prior next time. Thank you very much for organizing the conference. Padayon para ha Mental Health and Wellbeing, UP! :)
  5. Congratulations.
  6. The Mental Health and Wellbeing Conference 2023 was successful. Thanks to the organizers and the personnel who worked a lot. Continue your dedication in promoting the welfare of UP Community; the students, admin staff, REPS and faculty members.
  7. Please send notices earlier.
  8. better time management; better accommodation; include policy makers during the discussions (issues and concerns, and plans) to have a more concrete action
  9. better accommodation because the water supply was interrupted on the 2nd day of the conference.
  10. early invitation to delegates; the presence of UP top officials during the presentation of the output of each sector
  11. The invited participants must be informed ahead of time, especially the invitation, program and accommodation. thank you
  12. Maybe inform the participants earlier of what to expect e.g. accommodation and the conference reminders. Thank you!
  13. So far best of all system wide conferences I attended before
  14. I understand that we could not be provided with accommodation throughout our stay in UPLB. A list of suggested hotels/hostels would have been greatly appreciated. Better yet, the event organizers could have partnered with some hotels/hostels where we could book our accommodations for the days not covered by the conference budget.

I would have appreciated a heads up that we would be rooming with someone from a different CU. Some people appreciate their privacy, and it's very stressful to share a room with someone they don't know.

Proper time management. On the first day, the event extended way past lunch time. We had lunch at 2PM. Then, the breakout room sessions



- extended until 6PM. Better and more organized transportation arrangements.
15. I would like to have seen more students studying Psychology or any course related to it attending the conference and representing the CU's as mental health is closely tied to their discipline. Substantial suggestions may be extracted from them because this is their field of study.
  16. Stricter time management
  17. The event could be organized better. There should be clearer information about accommodation and transportation arrangements. The event could have been better if it first tried to listen to the concerns of the various sectors rather than to give sectors what they should focus on, because you don't know what the sectors need unless you listen to them.
  18. None.
  19. Disseminate memo on the event well ahead of time (may be, at least, two weeks prior to schedule) so that regional CUs will have ample time to prepare for the travel/activity. Include in information/memo the costs to be shouldered by regional CUs. Provide/communicate arrangements for travel and accommodation for events held outside Diliman.
  20. Future events must be well-planned and well-coordinated. Participants must be given ample time to prepare and details about the activity should be disseminated ahead of time.

#### **4. Conference Collaterals and Publicity Materials**

##### **4.1. Conference Kit**

The MHWC conference kit includes the following:

- Schedule of Activities
- Notebook & Notepads
- Ballpen
- Medicine Kit



#### 4.2. Pre-Conference Questions

1. Identify mental health concerns of the sectors and strengthen existing MH and psychosocial support programs within the CUs;
2. Discuss short-term and long-term solutions to mental health challenges experienced by the sectors inside the University;
3. Communicate that mental health and wellbeing is a priority concern of the university;
4. Establish a common and in-depth understanding of mental health and wellbeing;



5. Articulate the place of mental health and wellbeing in UP's educational philosophy;
6. Get to know the mental health and wellbeing concerns of Filipinos in general and UP constituents in particular;
7. Get to know what is being done in different UP CUs to address mental health challenges and promote wellbeing;
8. Identify pathways, and generate plans of action, towards UP becoming a nurturing university community; and Foster multi-sectoral solidarity and commitment to the work.

### 4.3. Guidelines for Facilitators



**UPMHWC 2023** THE UP SYSTEM MENTAL HEALTH AND WELL-BEING CONFERENCE 2023

**Guidelines for Facilitators during the Sectoral Discussions**  
 October 11, 2023 | 1:15 - 5:00PM  
 Working snacks at 4:00PM

**Overall Objective of the Facilitator**  
 Facilitate a focused discussion to articulate the importance of mental health and well-being within the educational philosophy of the University of the Philippines (UP), identify actionable pathways, and discuss existing mental health support programs, while fostering a sense of collective commitment to improve mental health within the UP community.

**Objectives of the Conference**

1. Articulate the Place and Importance of Mental Health (MH) and Well-being in UP's Educational Philosophy
2. Identify Pathways and Generate Plans of Action Toward UP Becoming a Nurturing and Enabling University Community
3. Profile Existing MH and Psychosocial Support Programs within UP Constituent Universities
4. Discuss Short-Term and Long-Term Solutions to Mental Health Challenges Experienced by the Sectors Inside the University
5. Foster Multi-Sectoral Solidarity and a Collective Sense of Dedication Towards the Task at Hand

**Suggested Flow of the Discussion**

- I. Introduction of Facilitator and Delegates
- II. Data Gathering - discussion of answers to the pre-conference questions. The group may use the PPT or Word Template for documentation
- III. Plan of Action - The group may use the Excel Sheet for inputs
- IV. Creation of Presentation - The group may use the PPT template provided.

**Reminders**

- Assign a documenter for the discussion and 1-2 presenters (day 2) for the group
- The group may opt to use different resources aside from the provided templates. Create a copy of the templates and put the output on your designated folders.
- The group and facilitators is encouraged to freely discuss on their assigned topics
- The group is not required to fully accomplish the plan of action template

**Breakout Room Assignments**

Students	Faculty	Admin Officer/Staff	MH Practitioners
"Creating a Supportive Peer Environment"	"Balancing Workload and Mental Well-Being"	"Building Wellness Culture at Work"	"Mental Health treatment and intervention"
Facilitators: Janett Dolor Angel Janice Lumba Raffael Ray C. Allencia Raphael B. Palaeque OSDS: Martin Cruz	Facilitators: Anahil N. Rapas Wella Josef B. Mejia Mika G. Deter Cruz OSDS: Kimberly Cruz	Facilitators: Ariel L. Bobiera Jusselle C. Villamin Karla Marjory M. Tan Marcellina C. Mbaada OSDS: Tricia Mabala	Facilitators: Jea Agnes T. Buera Lean Mulimbayan Erick Vernon Oy OSDS: Gie Cruz



**UPMHWC 2023** THE UP SYSTEM MENTAL HEALTH AND WELL-BEING CONFERENCE 2023

**Pre-Conference Questions**

**A. Creating a Supportive Peer Environment (Students)**

1. What are the prevalent mental health challenges experienced by students in your constituent university community, does your CU or its extension campuses have unique challenges and how can peers contribute to addressing these challenges?
2. What qualities or characteristics and skills supportive peer possess to effectively contribute to the mental health and wellbeing of fellow students, in your opinion?
3. Does your CU have a peer support system? What factor do you think to its activity or inactivity?
4. How may we promote open and non-judgmental conversations about mental health among students, and what role can peer play in facilitating these discussions?
5. Instead of being just implementers or adopting program, we should director conversation on the grass roots initiatives based on you resource and student manpower. How can student sector contribute to cultivating a support and empathetic environment?

**B. Balancing Workload and Mental Well-Being Questions (Faculty)**

1. What challenges do faculty members face in balancing their workload and maintaining good mental well-being in an academic environment like UP? What strategies have you found effective in addressing these challenges?
2. How can your constituent university, enhance support for faculty members in effectively managing their workload while prioritizing their mental well-being, in your perspective? Are there any successful initiatives or practices within your constituent university?
3. How can faculty members communicate their mental health needs and boundaries to colleagues and supervisors while avoiding stigma and maintaining professional responsibilities?
4. Can you provide examples of programs or initiatives at your institution that have successfully integrated mental health and well-being into their educational philosophy and policies? What insights did your institution gain from the implementation of these programs or initiatives?
5. In the pursuit of University of the Philippines' objective to create a nurturing university community, what is the faculty's role in cultivating a supportive and mentally healthy academic environment for both themselves and their students? What measures can be implemented to accomplish this objective? Kindly provide strategies and methodologies for implementing these initiatives.

**C. Mental Health treatment and intervention (MH Practitioners)**

1. Does your CU have practices in mental health treatment that are most prioritized and what are your indicator that these interventions are effective and pro-peer?
2. What are the typical challenges and barriers encountered by students and staff when seeking mental health support at the University of the Philippines? How can these obstacles be effectively addressed?
3. Concerns on mental health intersect with a variety of factors and across different contexts. How is cultural sensitivity integrated mental health programs of your CU?
4. According to your resources and manpower, which strategies or programs are you confident in implementing that can address the mental health concerns of your sector?
5. How can the various constituent units (CU) of the University of the Philippines (UP) collaborate and integrate their mental health initiatives in order to establish a more comprehensive and supportive university-wide framework for mental health and wellbeing? Provide strategies and methodologies for implementing these initiatives.

**D. Building Wellness Culture at Work (Admin Officers/Staff)**

1. From your perspective as administrative officer of UP, what are some of the unique challenges you face in promoting and maintaining mental health and well-being in the workplace at UP; and how can these challenges be addressed?
2. To your knowledge, what do staff members need to have a workplace environment and culture that supports their mental health and overall wellbeing?
3. Are there any specific wellness initiatives, programs or practices that you have observed or been involved in within your constituent university that have been particularly effective in promoting mental health and well-being among administrative staff? Please share your experiences and describe the why was it effective.
4. What responsibilities should university leadership, including administrators, assume in establishing the environment and emphasizing the significance of mental health and well-being as a top priority in order to cultivate a culture of wellness in the workplace?
5. What practical steps or strategies can be implemented to ensure that mental health and well-being are integrated into the daily work routines and policies of administrative staff at UP; and how can these initiatives align with UP's broader goal of becoming a nurturing university community.

### 4.4. Program Flow

The activities for Day 1 extended until Day 2, to give more time for the sectoral discussion. An adjusted Day 2 schedule is attached below.



Office of Student Development Services  
**UNIVERSITY OF THE PHILIPPINES**



4<sup>th</sup> Floor, Vinzons Hall Building, Guerrero St., UP Diliman, Quezon City 1101  
 Tel Nos. +632 8981-8500 VoIP 8779, +632 8981-8779 • slasonline.up.edu.ph  
 Email: osds@up.edu.ph, studentwelfare.osds@up.edu.ph

**DAY 1 - OCTOBER 11, 2023 (WEDNESDAY)**

Time	Activity	Remarks
7:00 - 8:15 AM	Registration	Organizing Team
8:15 - 8:25 AM	Welcome Remarks	UPLB Chancellor Dr. Jose V. Camacho
8:25 - 8:40 AM	Inspirational Remarks	UP President Atty. Angelo A. Jimenez
8:40 - 8:50 AM	Orientation to the conference	AVPAA (Student Affairs) Ma. Shari Niña G. Oliquino
9:00 - 9:40 AM	<b>Presentation 1:</b> Understanding Mental Health and Wellbeing	Prof. Emeritus Michael L.Tan
9:40 - 9:55 AM	Break (AM snacks)	
9:55 - 10:35 AM	<b>Presentation 2:</b> Mental health and wellbeing of Filipinos	UPM Dept. of Psychiatry Chairperson Dr. Evangelina Bascara - Dela Fuente
10:35 - 11:15 AM	<b>Presentation 3:</b> The Place of MHW in UP's Educational Philosophy	Prof. Emeritus Violeta Bautista and Dr. Divine Love Salvador
11:15 - 11:50 AM 11:50 AM - 12:00 NN	<b>Open Forum and 5-minute synthesis at the end Awarding of Certificates to the Speakers</b>	Hosts
12:00 - 1:00 PM	Lunch	
1:00 - 1:15 PM	Ice-breaker exercise	
1:15 - 5:00 PM	<b>Sectoral Discussion</b> (Working PM Snacks at 4:00PM)	Facilitators
	<b>Room 1: Students</b> Creating a Supportive Peer Environment	
	<b>Room 2: Faculty</b> Balancing Workload and Mental Well-Being	
	<b>Room 3: Admin &amp; Staff</b> Building Wellness Culture at Work	
	<b>Room 4: MH Practitioners</b> Mental Health treatment and intervention	
5:00 - 5:10 PM	Return to Plenary	
5:10 - 5:20 PM	Day 1 Closing Remarks	
6:00 - 8:00 PM	Fellowship Dinner	

**DAY 2 - OCTOBER 12, 2023 (THURSDAY)**

Time	Activity	Remarks
7:00 - 8:15 AM	Breakfast	
8:15 - 8:45 AM 8:45 - 9:15 AM 9:15 - 9:45 AM	<b>Presentation per Sector (30 minutes each)</b> Students Faculty Administrative Staff	
9:45 - 10:15 AM	AM Snacks	
10:15 - 10:45 AM	<b>Continuation of Presentation</b> Mental Health Practitioners	
10:45 - 11:00 AM	<b>Conference Synthesis</b>	
11:00 - 11:20 AM 11:20 - 11:40 AM 11:40 - 12:00 PM	<b>Brief sectoral reflections (20 minutes each)</b> Students Faculty members Administrative Staff	
12:00 - 1:00 PM	Lunch	
1:00 - 1:20 PM	<b>Continuation of sectoral reflections</b> MHW professionals	
1:20 - 1:40 PM	<b>Show of solidarity and commitment signing</b>	
1:40 - 1:50 PM 1:50 - 2:00 PM	Closing Remarks End of Conference	Executive VP Jose Fernando T. Alcantara

**DAY 2 - OCTOBER 12, 2023 (THURSDAY)**

Time	Activity	Remarks
7:00 - 8:15 AM	Breakfast	NCAS Auditorium
8:15 - 9:30 AM	<b>Continuation of Sectoral Discussion</b> Students, Faculty, and MH Practitioners Admin Officers/Staff	CAS Building, 2nd Floor - LITE Rooms NCAS Auditorium
9:30 - 10:15 AM	Gather at NCAS Auditorium and AM Snacks	
10:15 - 10:45 AM 10:45 - 11:15 AM 11:15 - 11:45 AM 11:45 - 12:15 PM	<b>Presentation per Sector (30 minutes each)</b> Students Faculty Administrative Staff Mental Health Practitioners	
12:15 - 1:15 PM	Lunch	
1:15 - 1:20 PM	<b>Conference Synthesis</b>	
1:20 - 1:40 PM	<b>Show of solidarity &amp; commitment signing</b> Photo Op	
1:40 - 1:50 PM 1:50 - 2:00 PM	<b>Closing Remarks</b> End of Conference	Executive VP Jose Fernando T. Alcantara

*Revised Day 2 schedule*

4.5. Publicity Materials



■ Main Poster & Speaker Poster







# UP MHWC 2023

THE UP SYSTEM  
MENTAL HEALTH  
AND WELL-BEING  
CONFERENCE 2023

## TRANSFORMING UP INTO A NURTURING UNIVERSITY

- **October 11 to 12, 2023**
- **NCAS (New College of Arts and Sciences) Auditorium, UP Los Baños, Laguna**

The UP System Mental Health and Well-being Conference 2023 will serve as a system-wide gathering, bringing together UP sectoral representatives to collectively confront mental health challenges and develop comprehensive strategies for the University community's well-being.

This transformative initiative will see the active participation of students, faculty, mental health experts, as well as administrative officers and staff from all UP Constituent Units, fostering a healthier and more nurturing university environment.

SPEAKERS



**MICHAEL LIM TAN, DVM, PHD**  
 Professor Emeritus  
 College of Social Sciences and Philosophy (CSSP)  
 Medical Anthropologist



**EVANGELINE DELA FUENTE, PHD**  
 Chairman  
 Department of Psychiatry -  
 UP Philippine General Hospital (UP-PGH)



**VIOLETA BAUTISTA, PHD**  
 Professor Emeritus  
 College of Social Sciences and Philosophy (CSSP)  
 Clinical Psychologist

For more information about the conference, please email the Office of Student Development Services at [osds@up.edu.ph](mailto:osds@up.edu.ph)

■ **Conference Reminders**



## MHWC

THE UP SYSTEM  
MENTAL HEALTH  
AND WELL-BEING  
CONFERENCE 2023

CONFERENCE REMINDERS

**Date**  
**October 11 to 12, 2023**

Please refer to the Schedule of Activities for the program flow.

Conference Venues

**Conference Proper**  
 NCAS (New College of Arts and Sciences) Auditorium, University of the Philippines Los Baños, College, Laguna, Philippines 4031

**Breakout Rooms**  
 NCAS Auditorium LIFE Rooms CAS (College of Arts and Sciences) University of the Philippines Los Baños, College, Laguna, Philippines 4031

Breakout rooms will be assigned per sector during the Day 1 of the conference.

Attire

Smart Casual

Slippers & shorts are not allowed at the conference venue.



## MHWC

THE UP SYSTEM  
MENTAL HEALTH  
AND WELL-BEING  
CONFERENCE 2023

CONFERENCE REMINDERS

**Accommodation**

 **Obdulio F. Sison Hall (formerly Continuing Education Center),**  
 Jose B. Juliano Ave., UP Los Baños, College, Laguna, Philippines 4031

Check-in: 2:00PM | Check-out: 12:00NN | Curfew: 10:00PM

1. Delegates will be given their designated accommodation and room assignments by the organizing team.
2. Internet connection is limited at the accommodation venue.
3. Meals & snacks for Days 1-2 of the conference will be provided.
4. Please bring your own toiletries.
5. No pets allowed. No alcoholic drinks/beverage. No Smoking.
6. We recommend to check-in after the Day 1 activities and check-out before leaving for Day 2.
7. Transportation is available to and from the NCAS Auditorium to the accommodation venues.

**Other Reminders**

- Please accomplish the Registration for Delegates form at <https://tinyurl.com/UPMHWCRegistration>
- Please send the pre-conference questionnaires at [studentwelfare.osds@up.edu.ph](mailto:studentwelfare.osds@up.edu.ph) or [osds@up.edu.ph](mailto:osds@up.edu.ph)
- For concerns and queries, please contact:  
 Tricia Mabate (OSDS Staff, 09989897703) or Gie Cruz (OSDS Staff, 09064947099).



■ Certificate Design



**5. List of Organizing Team**

5.1. Technical Working Group (TWG) members

Name	Position/Office
Hon. Jose Fernando T. Alcantara	Executive Vice President
Hon. Carl Marc L. Ramota	Faculty Regent
Hon. Victoria C. Belegal	Staff Regent
Hon. Sofia Jan Trinidad	Student Regent
Leo D.P. Cubillan	Vice President for Student Affairs
Rolando B. Tolentino	Vice President for Public Affairs
Ma. Shari Niña G. Oliquino	Assistant Vice President for Academic Affairs (Student Affairs)
Carmencita D. Padilla	Chancellor, UP Manila
Paul Michael R. Hernandez	Associate Professor
Jea Agnes T. Buera	Director, UPLB OCG
Divine Love A. Salvador, Director	UPD PscServe



Emeritus Violeta Bautista	Adviser, UPD PsycServe
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### 5.2. Office of Student Development Services (OSDS), UP System

Name	Position
Ma. Shari Niña G. Oliquino	Director
Aimee Gabrielle Adiwang	Filipino Sign Language Interpreter
Christine Kimberly B. Cruz	Senior Development Management Assistant
Gianne Grace S. Cruz	Junior Development Management Assistant
Martin Jerome Goli-Cruz	Junior Development Management Assistant
Mervinne John P. Dimailig	Senior Community Relations Assistant
Jeslen D. Estrada	Junior Development Management Assistant
Amelita S. Jorda	Senior Development Management Assistant
Maricor G. Mamaril	Senior Community Relations Assistant
Maria Patricia A. Mabale	Media Producer

### 5.3. Office of Counseling and Guidance (OCG), UP Los Baños

Name	Name
Angela Jean C. Reyes	Wella Josel B. Mejia
Marites E. Mojica	Kisha Anne Dimaisip
Divinia Padua	Marcelina C. Miranda
Jisselle C. Villamin	Karla Marijoy M. Tan
Roxanne Joyce A. Javier	Milka Erika Dela Cruz
Ariel L. Babierra	Erick Vernon Dy
Rolflen Ray C. Atienza	Raphael B. Palacpac
Kaila Navarro	Analyn V. Rapas
Gonzalo H. Amante Jr.	Roberto L. Belesario
Otoniel A. Genosa	Marcelina Roselada
Gean Paulene Rivera	Zarly M. Caraan
Jason T. Diamante	

### 5.4. Media and Public Relations Office (MPRO), UP System

Name	Position
Arlyn VCD Palisoc Romualdo	Writer
Misael A. Bacani	Photographer

### 5.5. TVUP, UP System

Name	Position
Claire Lete	Coordinator
Raymond de Leon	
Lester Quintos	
Claudette Chiong	Camera person
Jimboy Cadiz	



## 6. Additional Images

### 6.1. Pre-Conference Preparations (Planning and Meetings)



*TWG meeting last May 26, 2023 via Zoom*



*TWG meeting last June 9, 2023 via Zoom*



Office of Student Development Services  
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*TWG meeting last August 23, 2023 via Zoom*





*Ocular Visit last October 6, 2023 at UP Los Baños.  
OSDS, TVUP, UPLB Office of the Chancellor & UPLB Office of Counseling and Guidance*

## 6.2. Conference Proper





*Students representative from all UP CU discussing their action plan in the break-out session*



*Faculty representative from all UP CU discussing their action plan in the break-out session*



*Students representative from all UP CU discussing their action plan in the break-out session*





*Mental Health Practitioners representative from all UP CUs  
discussing their action plan in the break-out session*



*Solidarity Dinner at UPLB Baker Hall - October 11, 2023*