

**TITLE:** **PROPOSED POLICY ON VALUES FORMATION AND MORAL RECOVERY (VFMR) PROGRAM**

**PROPONENTS:** **COMMITTEE ON VALUES FORMATION AND MORAL RECOVERY PROGRAM**

**STATEMENT OF PURPOSE:** **Formulation of holistic guiding principles and integration of needs-based approaches in the conduct of activities essential in eliciting positive impact in the character, values, and morale of the University workforce and students.**

**DATE:** **December 9, 2022**

## **RATIONALE**

Highly anchored on the University's core values: **Competence, Service, and Uprightness** and its strong commitment to produce globally competitive and socially responsible human capital, **Caraga State University (CSU)** is continually mainstreaming quality management and people-centricity in its processes, programs, and services.

Values Formation and Moral Recovery is an integral component of nation building and to ensure its continued faithful compliance with **Executive Order (EO) No. 319, 1996: Institutionalizing The Moral Recovery Program (MRP) In All Government Departments, Offices, Agencies And Government-Owned And Controlled Corporations Through The Establishment Of Integrity Circles and other-related statutory issuances appertaining thereto**, CSU is institutionalizing the Policy on Values Formation, Good Moral Character Transformation, and Spiritual Quotient Enhancement that includes support and promotion of good moral, fair values, freedom to exercise one's belief system, interfaith and multicultural cooperation.

1. **E.O. 626, 2007:** *Strengthening the Government's Interfaith Program Through the Creation of a National Committee*
2. **E.O. 713, 2008:** *Strengthening the Authority of the Presidential Council on Values Formation Towards the Effective Pursuit of a Just and Moral Philippine Society, Amending E.O. 314 and 347, and for other Purposes*

With these EOs, CSU shall use this policy to harmonize programs and activities to ensure values formation, good moral character transformation, and spiritual quotient (S.Q.) enhancement.

## **STATEMENT OF THE POLICY**

As one of the leading Higher Education Institutions in the country, Caraga State University upholds the country's preamble to build a just and humane society and a government that embodies the Filipino ideals and aspirations, promote common good, conserve and develop our patrimony and secure ourselves and our posterity the blessings of independence and democracy under the rule of law and a regime of truth, justice, freedom, love, equality and peace. CSU further responded to every Filipino citizens' desire to experience a just and moral governance.

Further, as an innovation University and a responsible steward of problem-solvers and value creators, Caraga State University establishes this policy to foster student success and global citizenship along with the administrators and shared commitment for excellence and quality service.

## **OBJECTIVES OF THE POLICY**

The ultimate goal of this policy is to guide the university administrators to implement programs and services which would result in the production of graduates and workforce who would uphold the CSU core values in attaining and sustaining best performance, quality products and services, and essential client satisfaction. Specifically, this policy would serve as a guide for the:

1. creation of programs which would inspire ethical and culturally-rooted minds;
2. implement programs and services which would foster lives and community;
3. instill and fuel the hearts for loving-kindness dealings with everyone.

## **GENERAL PROVISION**

This policy shall cover the entire workforce and studentry of Caraga State University (all campuses). The same shall proactively adhere, participate, and respect all legal bases in the conduct and implementation of the university's values formation and moral recovery program.

This policy further seeks to revitalize and consolidate CSU's existing and future programs and activities with sustainable development where individuals, groups, and start-ups develop and implement solutions to social, cultural, and environmental issues through social entrepreneurship.

## **OPERATIONAL DEFINITION OF TERMS**

**Values** refers to a set of principles or standards of judgements of what is important, worth, or usefulness of something.

**Values Formation Program** refers to a set of activities and conduct of events that would promote the Filipino moral and ethical principles which would generate an end-result that has a connotation of being right, good, and inherently desirable.

**Character Transformation** refers to the assimilation of the university's core values.

**Spiritual Quotient Enhancement Program** refers to a set of activities and conduct of events which would support and promote spiritual well-being of a person.

**Moral Performance** is a concept which brings together one's development and display of being just, fair, humble, trustworthy, dependable, and other noticeable good moral qualities of human character.

**Assimilation** refers to the act of taking in information and understanding it fully.

**Integrity** refers to behaving with honour by exercising moral and ethical principles, even if no one is watching, most especially in areas of decision making, human interaction, and service delivery.

**Interfaith Initiative** refers to an established set of activity, events, programs which promotes peace, cooperation, and equity amongst faith-based organizations.

**COMMITTEE MEMBERS COMPOSITION AND MAJOR FUNCTION(S)**

The members of this committee must be identified by the university top management as somebody of good moral character and has good moral standing with the CSU stakeholders. The members of the committee shall be the following:

|                                    |                                                                                                                                                                                                                                              |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Chairperson and Co-Chairperson(s): | Values Formation Officers, VP for Academic Affairs, VP for Executive Operations and Auxiliary Services                                                                                                                                       |
| Members:                           | -VPSAS<br>-HRMO (both campuses)<br>-Guidance Counselor (both campuses)<br>-Student Government Officer (i.e. LCO-Religious Council President; both campuses)<br>-Non-permanent personnel representative (COS faculty or administration staff) |
| Secretariat:                       | Any permanent faculty of the university to be designated by the University President. The secretariat must have been assigned to a certain unit/office to ensure proper storage of records.                                                  |

**1. Committee Chairperson**

To spearhead and oversee the formulation/enhancement of the Policy on Values Formation and Moral Recovery Program (VFMRP), identification and mainstreaming of programs and services, and implementation of the same to ensure properly coordinated activities. Prepare and submit required reportorial documents. He/she may be one of the VFOs or VPs.

**2. Co-Chairperson(s)**

To work hand-in-hand with the Chairperson in spearheading and overseeing the formulation/enhancement of the Policy on Values Formation and Moral Recovery Program (VFMRP), identification and mainstreaming of programs and services along MRP, and implementation of the same to ensure properly coordinated activities. Assist the chairperson in preparing any required reportorial documents. He/she may be one of the VFOs or VPs.

**3. Members**

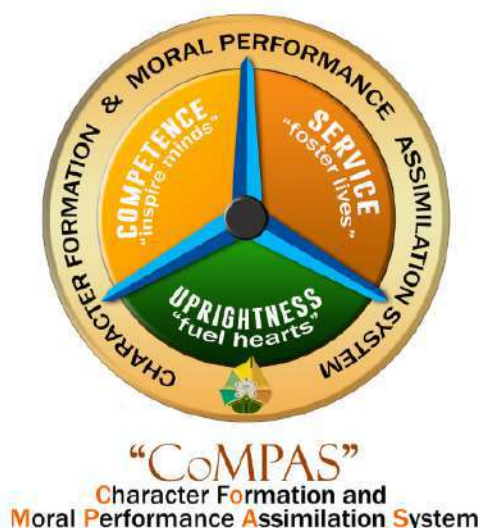
To assist in the crafting/enhancement of policy, programs, and events. Perform other support functions in relation to implementation, monitoring and evaluation of the program.

**4. Secretariat**

Insure proper collection and storage of records, information dissemination, publication materials distribution. Assist the chair and co-chairperson in the preparation of required reportorial documents.

## I. THE PROGRAM FRAMEWORK: CHARACTER FORMATION AND MORAL PERFORMANCE ASSIMILATION SYSTEM (CoMPAS)

Adapting to the changes brought about by the 21st century education, technological and automation progress, Caraga State University endeavours to integrate human capital development in the dimensions of knowledge, skills, and character, which all reflects the meta-learning of every CSUan. These dimensions are the key areas for the development of every CSUan's moral compass as reflected in the CoMPAS framework below:



the CARAGA STATE UNIVERSITY  
Framework on Values Formation,  
Good Moral Character Transformation,  
and Spiritual Quotient Enhancement



With CoMPAS, every CSUan shall be prepared to continue their journey in life exhibiting the core values of Competence, Service, and Uprightness but not forgetting the rich Filipino culture.

**Competence** engages to “**inspire the minds**” of both personnel and students which enables them to actively challenge their learning and knowledge. Beyond just knowing theories, concepts, and principles, each one should engage deeper through their understanding of the challenges they, the university, and the society are facing.

**Service** engages to “**foster lives**” of personnel and students to engage in a lifestyle of service to humanity. Each one is exposed to opportunities to serve and develop a deeper sense of being an integral part of society.

**Uprightness** engages to “**fuel hearts**”, a heart that favors good intentions of connecting to each other, to various cultures, to history, and to always display charity and kindness.

## II. GUIDELINES ON THE CONDUCT OF PROGRAMS AND ACTIVITIES FOR PERSONNEL

1. The university shall ensure, through the initiative of the VFMRP committee or its equivalent unit/office, the planning, implementation, monitoring, and evaluation of programs and activities in connection with values formation, good moral character transformation, and spiritual quotient enhancement.
2. The university shall establish a mechanism to integrate personnel's participation in VFMRP such as inclusion in IPCR/DPCR/OPCR.

### **III. GUIDELINES ON THE CONDUCT OF PROGRAMS AND ACTIVITIES FOR STUDENTS**

1. The university shall ensure that values formation and moral recovery initiatives shall be infused in all programs and services in relation to student development and student services such as but not limited to the creation of a Committee on Values Formation and Moral Recovery.
2. All student organization-initiated events shall incorporate programs/activities which aligns to the university's values formation and moral recovery program directions.
3. The university shall establish mechanisms to incorporate VFMRP in course offerings, training, and all other extra- and co-curricular activities.

### **IV. RULES ON INCLUSIVE DEVELOPMENT**

CSU shall design, plan, implement, monitor and assess the impacts of programs which supports the key areas of CoMPAS such as but not limited to the following:

#### **A. Programs to inspire the minds (Competence)**

1. Academic Integrity and Diligence (i.e. Activities on Developing Good Study Habits, Activities that would promote scientific honesty, Academic competition, and exchange programs (both student and faculty/personnel))
2. Profession, Vocation, and Entrepreneurship (i.e. Seminar Series on Career, Fair Trade, IP rights)

#### **B. Programs to foster lives and communities (Service)**

1. Nature Conservation (i.e. Campus Mini-forest Conservation, "Garbage-free Campus Drive")
2. Disaster Preparedness (i.e. Task Force Jeremiah Initiatives)
3. Leaders Training, Coaching, and Mentoring Program
4. Physical, Mental Health, and Psychosocial Support Services
5. Community Support Services

#### **C. Programs to fuel hearts (Uprightness)**

1. Comprehensive Interfaith Initiatives (i.e. Inclusive Campus Ministry Program)
2. Comprehensive Program for Family and Home Stewardship (i.e. Activity that promotes the Filipino Home, Activities that introduce multi-national culture)
3. Seminar/Training Programs on Moral and Character Transformation (i.e. courtship and relationships, Civil Laws, Laws on Human Rights, UP)

### **V. PROVISIONS ON CAMPUS INTERFAITH INITIATIVES**

Aligned with the directives given of the National Council on Interfaith Initiatives as mandated in **E.O. 714, 2008: *Enhancing the Government's Institutional Mechanism for Interfaith Activities, Renaming the National Committee on Interfaith Cooperation, and for other Purposes***, CSU shall implement programs and services which relates to one's belief system with the following guiding principles:

1. Mutual respect of one's religious affiliation and non-religious affiliation.

2. Mutually inspire human relationship between varied cultural and belief-system backgrounds.
3. Co-participation and promotion of actions and activities that would serve the common good.

The university shall consider allocating appropriate campus spaces for the conduct of interfaith activities, subject to compliance to statutory/regulatory requirements set by the government and/or the CSU Master Plan.

All duly-recognized/registered religious student organizations in the campus shall form part in these initiatives and shall be subjected into this policy and all other legal rules, regulations, programs which may be created thereafter.

## **VI. MISCELLANEOUS PROVISIONS**

CSU shall establish a mechanism for management, monitoring and evaluation, and appropriate research initiatives to continually improve the framework and the embedded programs and services.

The university shall establish a mechanism for recognition of personnel and students who may be found role models of competence, service, and uprightness.

This policy shall be subjected to evaluation and improvement as needs arise.

## **VII. FUNDING**

Pursuant to **Executive Order No. 319, Series of 1996**, the University shall attribute one percent (1%) of the Human Resource Development (HRD) training yearly to the implementation and operational expenses of the Moral Recovery Program. Each cost center shall attribute at least 1% of their respective Personnel Development Fund sources to Values Formation, Good Moral Character Transformation, and Spiritual Quotient Enhancement.

The university shall establish a mechanism to access additional funding support from appropriate government agencies(ies) to fund future and additional programs and services.

## **VII. EFFECTIVITY**

The Caraga State University Policy on Values Formation and Moral Recovery Program (VFMRP) shall take effect immediately upon the approval of the University Board of Regents (BOR) through channels.

Prepared and presented by:

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