



UV Employee Appreciation Day: Advocating a Healthy, Engaged, and Resilient Workforce

Employee Appreciation Day 2024 was implemented as a flagship wellness and engagement initiative aligned with SDG 3.4.7, which emphasizes the vital role of employee well-being in strengthening access to the educational services and the quality of education programs. The program was purposefully designed to support the holistic physical, mental, emotional, and social well-being of faculty, non-teaching personnel, and administrative staff across all campuses.

HEART Component	SDG Pillars Alignment	Goals	Description	Impact Metrics
Health Services	Stewardship	Promote the holistic physical, mental, emotional, and social well-being of all faculty and staff.	The program supported the workforce through wellness activities (e.g., group Zumba), stress relief, and positive peer interaction in a relaxed setting.	326 employees participated in the activities
Experiential Learning	Stewardship	Foster renewed energy and stronger teamwork to sustain inclusive teaching practices and timely student support services.	Team-building activities promoted camaraderie and meaningful institutional connection, functioning as hands-on engagement.	326 employees participated in the activities with enhanced emotional resilience
Access & Partnership	Stewardship	Gather employees from all campuses and departments to build institutional camaraderie and broaden engagement across the entire workforce.	The event was held at Mactan Newtown Beach Resort and was structured to include faculty, non-teaching personnel, and administrative staff across all units.	326 employees gathered for the full-day event with reinforced sense of university culture and collaboration.
Research	Research	Generate knowledge and understanding of the criticality of mental health and wellness of employees in schools	Three (3) Published Research Studies directly aligned with SDG 3.	Enhanced understanding of the mental health challenges of the employees
Trust & Sustainability	Stewardship	Institutionalize the support of a motivated, healthy workforce to ensure the reliable accessibility and quality of educational services for all students.	UV implemented the Employee Appreciation Day 2024 as a flagship wellness and engagement initiative	Strengthened 326 employees with improved well-being, morale, and camaraderie

Recognizing that a motivated, healthy, and supported workforce is fundamental to delivering inclusive, effective, and student-centered education, the University structured the activity to promote relaxation, camaraderie, and meaningful institutional connection. When faculty and staff are physically well, mentally resilient, and socially supported, they are better equipped to sustain inclusive teaching practices, provide timely student guidance, and uphold academic standards—for all students and learners especially from vulnerable and underserved backgrounds who rely heavily on strong institutional support systems.



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The university safeguards the human resources that directly influence student learning experiences, academic mentoring, and administrative support services accessibility. This creates a stable and enabling educational environment where students—regardless of socioeconomic background—can reliably access quality education, support services, and learning opportunities.

Employee Appreciation Day 2024, held on August 9, 2024, at Mactan Newtown Beach Resort in Lapu-Lapu City, gathered 326 employees for a full day of wellness, recreation, and team engagement. The program featured team-building activities, beach games, and wellness sessions such as group Zumba, designed to promote physical fitness, stress relief, and positive peer interaction. The relaxed resort setting fostered renewed energy, stronger teamwork, and a deeper sense of university culture. By the end of the event, participants reported reduced stress, improved well-being, renewed motivation, and stronger workplace connections, reinforcing the University's commitment to a supportive, healthy, and collaborative work environment.

The Employee Appreciation Day 2024 of the University of the Visayas significantly strengthened employee well-being, morale, and institutional solidarity across all campuses. By providing a structured space for physical wellness, stress reduction, and team engagement, the initiative enhanced emotional resilience and renewed professional motivation among faculty and staff. This improved sense of support and recognition translated into higher levels of workplace engagement, collaboration, and service commitment.

Beyond celebration, Employee Appreciation Day 2024 served as a strategic institutional investment in workforce sustainability. It affirmed the University's advocacy for work-life balance, mutual respect, shared appreciation, and social cohesion, contributing to a healthy organizational climate where employees feel valued, supported, and empowered to perform at their best. Through this initiative, the University strengthens the foundation of its educational mission by ensuring that those who deliver education are themselves nurtured, resilient, and fully engaged through employee well-being and institutional support.

ANNEX 3.3.7: **EVIDENCES**



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Post-Event Report

I. EMPLOYEE APPRECIATION DAY 2024

Employee Appreciation Day 2024 was organized as a flagship wellness initiative to nurture the holistic well-being of the University's employees, including faculty, non-teaching personnel, and administrative staff. Recognizing that the University's educational mission is strengthened by the health, motivation, and engagement of its workforce, the event was intentionally designed to cultivate relaxation, camaraderie, and meaningful connection among colleagues across all campuses. The activity underscores the University's belief that employee well-being is not only a matter of personal health but also a key driver of institutional productivity, morale, and student-centered service delivery.

The program emphasized that the University values its employees as essential partners in shaping quality education. Through this event, employees were given space to pause from their demanding schedules, restore their mental and emotional energy, and strengthen the social relationships that contribute to an effective, collaborative work environment. Beyond entertainment, the initiative stood as a proactive affirmation of the University's commitment to work-life balance, mutual respect, shared appreciation, and the creation of a healthy organizational climate where every employee feels valued, supported, and empowered.

Event Format

Employee Appreciation Day was held on Friday, August 9, 2024, at the Mactan Newtown Beach Resort, bringing together 326 employees who actively participated throughout the day. Upon arrival, participants engaged in a structured program that integrated elements of wellness, movement, recreation, and team interaction. Activities included team-building exercises that promoted trust, cooperation, and problem-solving; beach games that encouraged physical activity and stress relief; and wellness-oriented sessions, such as group Zumba, that supported employees' physical fitness and mental clarity. These components were intentionally curated to balance enjoyment with meaningful outcomes, fostering both individual renewal and collective energy.

The resort environment, combined with the day's interactive flow, contributed to a relaxed yet uplifting atmosphere that allowed employees to unwind, reflect, and re-engage with their peers in a positive setting. As the program progressed, participants demonstrated increased enthusiasm, stronger group cohesion, and deeper appreciation for shared university culture which are elements that contribute to a more harmonious and productive workplace.

By the end of the event, employees expressed feelings of rejuvenation, gratitude, and a stronger connection to their colleagues. Many participants noted that the activity helped alleviate stress, improve their overall well-being, and rekindle their motivation to contribute meaningfully to their roles. These outcomes collectively enhanced the sense of community within the University and reinforced its commitment to cultivating a supportive, caring, and collaborative work environment.

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II. Alignment with Sustainable Development Goals

SDG 3 – Good Health and Well-Being

Employee Appreciation Day directly supports SDG 3 by promoting physical vitality, mental wellness, and emotional resilience among employees. Through movement-based activities such as Zumba, recreation opportunities, and stress-relieving social engagement, the event contributed to preventive health care and healthier lifestyle practices. By prioritizing employee wellness, the University actively fosters a workplace culture that values mental health, reduces burnout, and supports overall quality of life.

SDG 4 – Quality Education

A healthy, supported workforce is essential to sustaining high-quality education. Employee Appreciation Day indirectly strengthens SDG 4 by enhancing employees' capacity, particularly faculty and support staff, to deliver effective teaching and student services. The wellness-centered approach helps reduce stress, improve focus, and maintain emotional stability, all of which contribute to improved performance in educational roles. By nurturing employee morale and engagement, the University ensures that its personnel remain capable, motivated, and well-prepared to support students' learning needs and uphold the institution's academic standards.

SDG 8 – Decent Work and Economic Growth

The event also aligns with SDG 8 by fostering a safe, positive, and supportive work environment that prioritizes employee welfare. Through inclusive participation regardless of rank, department, or employment status, the initiative strengthens organizational cohesion and promotes decent work conditions. By investing in employee well-being and work-life balance, the University helps sustain workforce productivity, employee satisfaction, and institutional stability, all of which contribute to long-term, sustainable economic performance within the institution.

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III. Narrative Report

On Employee Appreciation Day 2024, University employees gathered at the Main Campus between 8:00 and 9:00 AM, filling the morning with excited conversations and anticipation for the day's activities. Employees from different colleges, departments, and units boarded the buses bound for Mactan Newtown Beach Resort, reflecting the University's commitment to inclusivity and unity across all campuses. The trip itself served as an early opportunity for interaction and bonding, allowing colleagues to connect outside their daily work environment.

By 10:30 AM, the delegation arrived at the resort, where HR-Operations Director Dr. Angie Fernandez warmly welcomed the participants. Wristbands were distributed to ensure organized entry and participation, setting a tone of safety, structure, and hospitality. Once everyone was settled, the formal program began at 11:00 AM with the University Prayer, grounding the event in gratitude and community spirit. This was followed by an opening message from Sir Mark Antony Ruiz, HR-Learning & Development Director, who emphasized the importance of well-being, connection, and appreciation among the University's workforce. Shortly after, University President Dr. Conrado E. Inigo Jr. delivered an inspiring welcome message, acknowledging the dedication of all employees and encouraging them to enjoy the day as a meaningful break for wellness and fellowship.

The atmosphere grew more energized as Athletics Director, Dr. Crescencio Mejarito, together with the PE instructors, led the participants through an invigorating Zumba session. The activity promoted physical fitness, mental rejuvenation, and collective enjoyment, embodying the principles of wellness the event sought to strengthen. Employees actively participated, creating an atmosphere filled with laughter, movement, and shared motivation.

Lunch followed, giving employees time to relax and recharge. During this period, color-coded team shirts, blue, green, pink, and yellow, were distributed, signifying the collaborative and playful spirit of the afternoon competitions. Teams eagerly began preparing their team chants, building unity and showcasing their creativity as they selected their representatives for the Kween Employee Pageant, one of the most anticipated segments of the event.

At 1:30 PM, the excitement heightened as teams performed their chants and presented their candidates for Kween Employee 2024. The presentations highlighted not only humor and creativity but also confidence, inclusiveness, and collegial support. From 2:30 PM to 4:00 PM, employees rotated across four parlor game stations designed to encourage teamwork, communication, and friendly competition. The variety of activities ensured that everyone, regardless of age or department, could participate meaningfully.

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After the games, employees took a light snack break and enjoyed time to cool down, interact, and appreciate the scenic beachfront environment. The highlight of the day soon followed: the announcement of winners. Team Blue was crowned the winner of the Kween Employee 2024, receiving enthusiastic cheers from the crowd. Meanwhile, Team Yellow emerged as the overall champion for the 2024 Employee Appreciation Day, taking home a symbolic cash prize of 100 pesos. The friendly competition reinforced camaraderie and strengthened morale among employees.

To conclude the event, employees enjoyed a relaxing happy hour, taking photos, sharing stories, and reflecting on the day's experiences. The serene resort ambiance provided an ideal setting for unwinding after the physical activities. The program officially ended with a heartfelt closing message from the University President, expressing gratitude to everyone for their participation and reaffirming the institution's commitment to employee welfare and community-building.

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IV. Photographed Documentation



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V. Post-Event Activities

Following the successful conduct of Employee Appreciation Day 2024, several post-event activities were undertaken to ensure proper documentation, evaluation, and reinforcement of the program's outcomes. These steps supported the University's continuous improvement efforts, strengthened employee well-being initiatives, and aligned the event with the institution's broader strategic goals, including contributions to SDG 3, SDG 4, and SDG 8.

1. Collection of Attendance Records and Program Documentation

Immediately after the event, the HR-Learning & Development and HR-Operations units consolidated the official attendance sheets, wristband counts, team assignments, and activity participation logs. Photographs, videos, and program materials were compiled to create a complete and accurate record of the event. This documentation serves as evidence for internal reporting, QMS audits, and SDG submissions.

2. Submission of Post-Event Reports from Activity Teams

Team leaders and facilitators submitted brief reports summarizing their observations, participation levels, and highlights from team-building activities and games. These reports provided qualitative insights into employee engagement, teamwork behavior, and wellness outcomes, helping HR assess the effectiveness of each activity.

3. Evaluation Through Post-Event Feedback Survey

All attendees received an online feedback survey designed to measure satisfaction, perceived wellness improvements, team cohesion, and suggestions for future programs. The survey also asked about the event's impact on employees' sense of belonging, motivation, and overall morale. Responses were analyzed to guide enhancements for succeeding wellness initiatives and to inform HR's strategic planning.

4. Debriefing and Reflection Sessions

The HR-LD and HR-Operations teams conducted a short debriefing to evaluate logistics, program flow, transportation, food service, safety protocols, and overall coordination. Key strengths and areas for improvement were identified, ensuring that future Employee Appreciation Days continue to evolve in quality, inclusivity, and strategic alignment.

5. Integration into Wellness and Mental Health Programs

Insights from the event were used to refine the University's ongoing Mental Health and Wellness Program. The positive outcomes—such as reduced stress, improved social connection, and boosted morale—were integrated into HR's annual wellness plan. The event's structure now serves as a benchmark for future wellness-driven activities.

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6. Recognition and Appreciation of Event Volunteers and Facilitators

The HR Department issued acknowledgments to event facilitators, support staff, and volunteers who contributed to the program's success. Recognizing their efforts promotes a culture of appreciation and teamwork, reinforcing employee engagement across departments.

7. Archiving for QMS, SDG Tracking, and Institutional References

All reports, documentation, attendance lists, program materials, and evaluation results were archived under the University's HR repository system. This ensures compliance with ISO-driven QMS requirements and provides evidence for SDG reporting and institutional accreditation. The archived materials also serve as references for future institutional celebrations, wellness initiatives, and strategic planning.

8. Reinforcement of the University's Commitment to SDGs

The outcomes of Employee Appreciation Day were encoded into the University's SDG monitoring system. The HR Department identified key SDG contributions—SDG 3 (well-being), SDG 4 (strengthening educational delivery through employee wellness), and SDG 8 (decent work and productive workforce). These were forwarded to the Office of the VP for Planning and Development to support UV's sustainability reporting.

9. Communication of Event Highlights to the University Community

A post-event announcement, including photos, key moments, and acknowledgments, was prepared for internal dissemination via official communication channels. Sharing these highlights contributed to a sense of community pride and celebrated the unity expressed during the event.

The Employee Appreciation Day 2024 was not merely a one-day celebration but an integral part of the University's strategic approach to employee well-being, workplace culture, and educational quality. By systematically documenting results, gathering feedback, and integrating insights into long-term wellness programs, the University reaffirmed its commitment to fostering a thriving, healthy, and engaged workforce.

Prepared by:

A black rectangular box covering the signature of Mark Antony L. Ruiz.

Mark Antony L. Ruiz
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