



UNIVERSITY OF
NEGROS OCCIDENTAL–RECOLETOS, INCORPORATED

Bacolod City

CHED AUTONOMOUS UNIVERSITY

#51 Lizares Ave., Bacolod City, Philippines 6100 • www.uno-r.edu.ph • 0344332449 loc 106

Governance, Leadership, and Institutional Commitment to Sustainability

Institutional Commitment

The University of Negros Occidental – Recoletos (UNO-R) demonstrates a strong institutional commitment to sustainability by integrating environmental stewardship, ethical governance, financial responsibility, gender equality, digital transformation, and stakeholder engagement into its strategic planning and operational framework. Sustainability is embedded within institutional governance and supported through dedicated financial investments, policy development, transparency mechanisms, and continuous improvement initiatives aligned with the United Nations Sustainable Development Goals (SDGs).

Financial Investment in Sustainability

UNO-R allocates a substantial proportion of its institutional resources to sustainability-related programs, projects, and operations.

Indicator	Evidence
Total University Budget	USD 3,974,329.38
Sustainability Budget	USD 2,232,089.59
Percentage Allocated to Sustainability	56.16%

The University's sustainability investment represents **56.16%** of its total institutional budget, significantly exceeding the international benchmark of **15%**. This allocation supports initiatives in sustainable campus operations, environmental management, quality education, research, community engagement, infrastructure development, governance, and institutional resilience. The level of investment demonstrates that sustainability is embedded within institutional decision-making rather than treated as a standalone initiative.

Sustainability Governance and Institutional Coordination

UNO-R is strengthening its institutional governance structure to ensure coordinated implementation of sustainability initiatives across all operational units.

A dedicated Sustainability Office is currently being established under the University's Quality Assurance Office, where a Sustainability Officer will coordinate institutional planning, implementation, monitoring, and continuous improvement of sustainability programs.

Institutional sustainability governance is further supported by existing offices and designated personnel, including:





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- Pollution Control Officer responsible for environmental compliance and regulatory requirements.
- Campus Planning Officer responsible for sustainable campus development and infrastructure planning.
- Sustainable University Events Policy promoting environmentally responsible practices during institutional activities.
- Eleven (11) Members of the Working Committee supporting institutional sustainability initiatives and international university ranking activities.

These governance structures demonstrate a multidisciplinary and institution-wide approach to sustainability management.

Sustainability Reporting and Public Disclosure

UNO-R promotes transparency by maintaining an official sustainability webpage that communicates institutional sustainability initiatives, programs, policies, and accomplishments.

Institutional Website

www.uno-r.edu.ph

The University also publishes sustainability reports through its Sustainable Development Goals portal:

<https://uno-r.edu.ph/sdg2025/>

Historically, sustainability reports have been published periodically. Following a resolution of the University administration, comprehensive sustainability reporting will become an **annual institutional practice beginning in the next academic year**. This commitment strengthens institutional accountability and aligns the University with internationally recognized sustainability reporting practices.

Financial Transparency and Stakeholder Engagement

UNO-R maintains transparent financial governance through established stakeholder consultation mechanisms.

Although detailed financial reports are intended primarily for internal governance, any adjustments in tuition and other institutional fees are formally presented during University Town Hall Meetings involving students, parents, faculty, staff, and other stakeholders. The Accounting Office provides detailed explanations regarding proposed fee adjustments and institutional expenditures, ensuring transparency, accountability, and informed stakeholder participation in financial decision-making.





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Digital Transformation for Sustainability

UNO-R recognizes digital innovation as an important enabler of sustainable institutional management.

The University has initiated the development of policies supporting the use of Information and Communication Technology (ICT), Artificial Intelligence (AI), and the Internet of Things (IoT) for sustainability planning, implementation, monitoring, and evaluations

Current implementation includes:

- Initial institutional policy adoption.
- Pilot implementation in selected academic and administrative units.
- Ongoing research to strengthen policy development.
- Planned institutional-wide implementation following policy enhancement and evaluation.

These initiatives aim to improve data-driven decision-making, operational efficiency, resource management, and sustainability performance across the University.

Data Privacy and Institutional Compliance

UNO-R demonstrates its commitment to responsible institutional governance through compliance with national data privacy regulations equivalent to the General Data Protection Regulation (GDPR).

Current implementation includes:

- Appointment of a designated Data Privacy Officer.
- Institutional data privacy policies.
- Partial implementation of compliance procedures across administrative and academic units.

While implementation is still being expanded, the University continues to strengthen institutional compliance through policy enhancement, awareness programs, and continuous monitoring.





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Gender Equality in Leadership

UNO-R actively promotes inclusive leadership and gender equality within its governance structure.

Leadership Indicator	Value
Total Institutional Leaders and Deputy Leaders	97
Female Leaders	53
Female Representation	54.64%

Women occupy **54.64%** of institutional leadership positions, exceeding the benchmark of **more than 50%** female representation. This reflects the University's commitment to equal opportunity, inclusive leadership, and equitable participation in institutional decision-making.

Institutional Integrity and Ethical Governance

Integrity and accountability are integral components of UNO-R's governance framework.

The University has fully implemented and periodically evaluates its Anti-Corruption and Integrity System to ensure transparency, ethical leadership, and responsible management of institutional resources.

A University-wide Whistleblowing and Complaint System is likewise operational, providing confidential and accessible mechanisms for reporting unethical conduct, policy violations, and administrative concerns. These systems reinforce institutional accountability and promote a culture of integrity throughout the University community.

Digital Literacy and Capacity Development

UNO-R recognizes digital competence as an essential component of sustainable education.

The University has successfully implemented and evaluated a Learning Management System (LMS)-enabled Digital Literacy Program for students, faculty, and administrative personnel. The program strengthens digital competencies, responsible technology use, online collaboration, and digital citizenship, thereby supporting teaching, learning, research, and institutional resilience.





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Institutional Code of Ethics

UNO-R maintains a comprehensive Written Code of Ethics applicable to all members of the University community, including:

- University leaders
- Academic personnel
- Administrative personnel
- Students

The Code of Ethics establishes standards for professionalism, accountability, integrity, respect, fairness, and responsible conduct, ensuring that ethical principles guide institutional governance and daily operations.

Institutional Impact

UNO-R demonstrates that sustainability is embedded within institutional governance through substantial financial investment, inclusive leadership, transparent decision-making, ethical governance, and continuous organizational development. More than half of the University's total institutional budget is dedicated to sustainability initiatives, supported by emerging governance structures, strengthened environmental management systems, expanding digital transformation, and stakeholder-centered accountability mechanisms.

The University's commitment to annual sustainability reporting, institutionalization of a dedicated Sustainability Office, enhanced ICT-enabled sustainability management, and continuous policy improvement reflects a long-term strategy for institutional excellence and alignment with international sustainability standards.

Collectively, these initiatives position UNO-R as a university that is systematically integrating sustainability into governance, operations, education, and strategic planning while contributing meaningfully to the achievement of the United Nations Sustainable Development Goals.

