



**NEGROS ORIENTAL  
STATE UNIVERSITY**

GUIHULNGAN CAMPUS

# HOLISTIC STUDENT DEVELOPMENT INITIATIVE: RESEARCH, LEADERSHIP, CULTURE, COMPETITIONS, AND COMMUNITY SERVICE

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## EXECUTIVE SUMMARY

The Holistic Student Development Initiative of Negros Oriental State University is a comprehensive and innovative program designed to strengthen student learning, leadership, and community involvement through a unified and multidimensional approach. Anchored in the pillars of research, leadership formation, cultural development, academic competitions, and community service, the initiative seeks to nurture well-rounded learners equipped with the essential competencies needed for academic excellence, civic responsibility, and future professional success.

The program integrates student-centered activities across the university, ensuring that learning extends beyond classroom instruction. Through research training, mentoring, and campus-wide research congresses, students develop critical thinking, inquiry skills, and scholarly confidence. Leadership capacity is strengthened through student congresses, capability-building workshops, and organizational development sessions led by the Office of Student Affairs and Services and the League of Student Organizations.

Cultural appreciation and creativity are promoted through events such as LitMus, performing arts activities, and annual campus celebrations including Founders' Day, where students showcase literary, musical, and artistic talents. Academic excellence is further enhanced through local, regional, and national competitions, allowing students to apply knowledge, build collaboration, and achieve recognition. The initiative also prioritizes extension and community service, enabling students to implement literacy programs, environmental campaigns, livelihood training, and other service-oriented activities in partnership with local government units and community organizations.

With its inclusive, collaborative, and development-focused design, the program fosters a supportive academic environment that cultivates confidence, competence, and character. By aligning research, leadership, culture, competitions, and community service into a single coherent framework, the Holistic Student Development Initiative provides meaningful opportunities that prepare students to become productive citizens, effective leaders, and contributors to regional and national development.



## PROGRAM CONTENT AND PROCESSES

The Holistic Student Development Initiative at NORSU – Guihulngan Campus provides comprehensive support and engagement opportunities for students through five interrelated components: research, leadership, culture, competitions, and community service. The program integrates these areas to ensure holistic student growth academically, socially, and personally, while aligning with the university's mission to develop competent, socially responsible, and globally competitive graduates.

Research activities include the campus-wide Research Congress, research writing workshops, and mentoring programs that develop students' analytical and scholarly competence. Leadership development is promoted through leadership bootcamps, student congresses, and peer mentoring initiatives, equipping students with decision-making, teamwork, and ethical leadership skills. Cultural engagement is fostered through LitMus arts and literary events and participation in Founders' Day 2025 cultural and academic activities, cultivating appreciation of local and national heritage and reinforcing community identity. Competitions such as local and national academic competitions and international webinars and conferences provide students opportunities to apply knowledge, innovate, and demonstrate skills in diverse contexts, enhancing confidence and performance under constructive pressure. Community service is implemented through extension programs in literacy, livelihood, and environment, in partnership with local government units and civic organizations, allowing students to contribute meaningfully to social welfare and sustainable development.





## PROGRAM CONTENT AND PROCESSES

The implementation process follows a structured cycle. Students first undergo orientation and skill-building workshops to prepare for active participation. They then engage in the activities, guided by faculty advisers, student leaders, and administrative support. Continuous monitoring, reflection, and documentation ensure effective participation and learning, while feedback supports improvement. While key events are scheduled throughout the academic year, smaller workshops, mentoring sessions, and outreach projects occur year-round to maintain consistent engagement. This integrated process ensures students are supported in intellectual, personal, and social development.







## IMPLEMENTATION

The Holistic Student Development Initiative at NORSU – Guihulngan Campus is implemented annually and continuously throughout the academic year, with activities scheduled across semesters to ensure consistent student engagement and support. While major events such as the Research Congress, LitMus Festival, Founders' Day activities, and community outreach programs occur at designated times, smaller workshops, training sessions, mentorship activities, and competitions are conducted year-round to maintain active participation and promote holistic student development. This sustained implementation ensures that students receive ongoing guidance and opportunities in research, leadership, culture, competitions, and community service, with key responsibilities carried out by the NORSU Administration, Vice President for Student Affairs Services, Office of the Student Affairs Services, Research Office, Extension Office, League of Student Organizations, and the Student Government.





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### CTED Holds Pinning Ceremony for Pre-service Teachers

The College of Teacher Education (CTED) held their Pinning Ceremony for the Academic Year 2024-2025 with the theme, "From Aspiration to Action: Embracing the Call to Teach," on January 10, 2024, at Guihulngan City gymnasium.





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## News

### CBA BESTOWS PINS TO BSOA INTERNS

Writer | April Jian Brizo  
Photo | Maika Magallano



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#### CBA bestows pins to BSOA interns

Faculty, student-interns, and parents convene as the College of Business Administration (CBA) holds their annual Pinning Ceremony for the Bachelor of Science in Office Administration (BSOA) with the theme "Commitment to Growth, Passion for Service," on February 10, 2025 at the campus gymnasium.

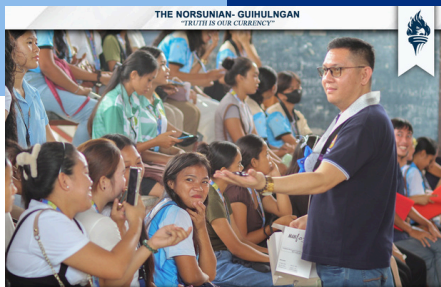
Over 40 fourth-year student interns received their nameplates, in preparation for them to enter the world of professionals through their on-the-job training (OJT).



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### GAD enriches Valentine's Day with love and sex discussion

In celebration of Love Month, the Campus Gender and Development (GAD) office organizes a Valentine's Day symposium with the theme, "Love with Respect: Understanding Love Languages, Practicing Safe Sex, Promoting Self Love, and Creating Safe Space," on February 14, 2025.



#### News

### GAD ENRICHES VALENTINE'S DAY WITH LOVE AND SEX DISCUSSION

Writer | Aira Bejano  
Photo | Erika Jane Sotto



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### CARE inspires workforce-ready graduates

To prepare graduating students for a life after graduation, the Counseling, Assessment, Resources and Empowerment (CARE) Center administered a Job Entry Skills Training (JEST) with the theme, “Expanding Horizons: Embracing Emerging Skills for Tomorrow’s Career,” held at the campus gymnasium on May 27, 2025.





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## Women at the Forefront: NORSU-G champions equality and inclusivity

In a world where women are still fighting for equal rights and opportunities, a beacon of hope shines brightly as students, faculty, and staff from Negros Oriental State University-Guihulngan Campus together with the Philippine National Police Special Action Force (PNP-SAF), gathered to celebrate the kickoff of National Women's Month at the campus gymnasium on March 7, 2025.





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### **CAS Honors Healthcare Students in Candle Lighting and Pinning Ceremonies**

Negros Oriental State University–Guihulngan Campus' College of Arts and Sciences (CAS) celebrated its healthcare students on April 25, 2025, with the first-ever Bachelor of Science in Midwifery (BSM) Candle Lighting and Nameplate Ceremony and the 27th Associate in Medical Dental Nursing Assistant (AMDNA) Pinning Ceremony at the Guihulngan City Gymnasium.





## **CONSOLIDATED DOCUMENTATION OF ALL 2025 STUDENT ENGAGEMENT ACTIVITIES AT NORSU-GUIHULNGAN CAMPUS**

### **CAS Day 2025 Brings Creativity and Competition to NORSU-G Campus**

Students, faculty, and staff from the College of Arts and Sciences (CAS) gathered at the campus gymnasium on May 2, 2025, to celebrate CAS Day 2025. Themed “CASADYAAAN 2025: Nexus of Imagination and Evolution,” the event featured a variety of competitions and activities, including a Modern Dance Competition, Quiz Bee, Filmmaking Contest, Photo Editing Contest, E-Games Competition, and the annual Mr. & Ms. CAS 2025 pageant.







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### News

## AFROTC PRODUCES NEW ADVANCE AND BASIC CADETS

Writer | Shyane Anne Mayordomo  
Photo | Erika Jane Sotto



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### AFROTC produces new advance and basic cadets

Eight hundred forty-four students enrolled in NSTP 2 course, together with the 528th Department of Military Science and Tactics (DMST), gathered around the campus open field for their Air Force Reserve Officers' Training Corps (AFROTC) Graduation Ceremony on June 17, 2025.



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## NORSU-G marks its 67th Commencement Exercises

Negros Oriental State University-Guihulngan City Campus held its 67th Commencement Exercises, with the theme, "Navigation Towards Global Recognition Through Education," held at the campus gymnasium on June 18, 2025.

A total of 62 Latin honor awardees were recognized during the ceremony, including one Summa Cum Laude, 50 Magna Cum Laudes, and 11 Cum Laudes. Charles Philip Yap from BSED-Social Studies was hailed as the batch's sole Summa Cum Laude.





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### From Costumes to Creativity: NORSU-G embraces the ASEAN spirit

Strengthening cultural appreciation and honoring unity in diversity, students, faculty and staff of Negros Oriental State University-Guihulngan Campus graced the floor with elegance and sophistication as they showcased their traditional costumes for the 58th Founding Anniversary celebration of ASEAN, with the theme, "ASEAN: Inclusivity and Sustainability," held at the campus gymnasium on August 20, 2025.



### FROM COSTUMES TO CREATIVITY: NORSU-G EMBRACES THE ASEAN SPIRIT

| Charise Legaspi  
| Jessa Rapante



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## Mighty Teachers unite for UGYON sa CTED 2025

Embracing humble beginnings, new experiences, and moments of discovery while striving for stronger cooperation and collaboration, students and faculty from the College of Teacher Education (CTED) officially kicked off its third annual celebration of 'Ugyon sa CTED' with the theme, "Sa Panagkita Nagsugod ang Panaghiusa," held at the campus gymnasium on August 18, 2025.

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**MIGHTY TEACHERS UNITE FOR  
UGYON SA CTED 2025**

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### **NORSU-G Conducts Earthquake Drill with CDRRMO and BFP**

Students, faculty, and staff participated in an earthquake drill at the campus field on September 11, 2025, led by the City Disaster Risk Reduction and Management Office (CDRRMO) in partnership with the Bureau of Fire Protection (BFP), aiming to enhance preparedness and safety awareness within the university community.



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## NORSU-G conducts its annual General Academic Convocation

Negros Oriental State University-Guihulngan Campus held its General Academic Convocation with the theme, “Unified in Excellence: SHINE Together for Global Recognition” at the campus gymnasium on October 15, 2025.





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## Rain or Shine, NORSU-G hold its Interactive Fun Day 2025

A cozy, pajama-clad get-together transformed Negros Oriental State University–Guihulngan City Campus into a spontaneous and high-energy spectacle as the much-anticipated Interactive Fun Day 2025 took place at the campus field on October 22, 2025.

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## RAIN OR SHINE, NORSU-G HOLD ITS INTERACTIVE FUN DAY 2025

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## ART AND MATHEMATICS COLLIDE FOR MATH FAIR 2025

Writer | Aira Bejano  
Photo | Aran Daven Vergara



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### Art and Mathematics collide for Math Fair 2025

Combining creations and equations, officers together with the entire Math Society of Negros Oriental State University–Guihulngan Campus successfully administered Math Fair 2025, carrying the theme “Mathematics, Art, and Creativity,” held at the campus gymnasium on October 24, 2025.





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### NORSU-Guihulngan commemorates its 67th Founding Anniversary

In celebration of its fruitful years, Negros Oriental State University-Guihulngan Campus celebrated its 67th Founding Anniversary with the theme, “United in Excellence: SHINE Together for Global Recognition,” held at the campus gymnasium on November 12, 2025.





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## LSO Day 2025: A Celebration of Unity and Camaraderie

A vibrant and joyous atmosphere once again filled Negros Oriental State University–Guihulngan Campus as the university—despite delays caused by typhoons—finally celebrated one of the most anticipated events in its academic calendar, the League of Student Organizations' (LSO) Day 2025, on November 19, 2025.





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### NEWS

## NORSU LEADS AWARENESS ON HIV PREVENTION AND SEXUAL HEALTH

Writer | Junry Estoconing  
Photo | Rey Nheal Arquillos



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### NORSU leads awareness on HIV prevention and sexual health

In a unified effort to address the rising number of Human Immunodeficiency Virus (HIV) cases among the youth, students, faculty, and staff of Negros Oriental State University–Guihulngan Campus gathered at the campus gymnasium for the HIV Awareness Symposium on November 21, 2025.



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### NORSU-G Library Kicks Off 35th LIS Month Celebration

The NORSU-G Library launched its 35th Library and Information Services (LIS) Month Celebration on November 26, 2025, at the campus gymnasium. Themed “LACE-UP: Libraries—A Hub for Cultural Exploration and Unity Through Partnership,” the event featured competitions including essay writing, bookmark making, book cover design, and vlog-making, showcasing students’ creativity and skills.





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## NORSU-G unites for a VAW-Free Philippines\

In a strong call to protect women and combat gender-based violence, students, faculty, and staff of Negros Oriental State University–Guihulngan Campus gathered at the campus gymnasium for the launch of the 18-Day Campaign to End Violence Against Women (VAW) on November 27, 2025.



### NEWS

## NORSU-G UNITES FOR A VAW-FREE PHILIPPINES

Writer | Junry Estoconing  
Photo | Jether Marquez



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# CONSOLIDATED DOCUMENTATION OF ALL 2025 STUDENT ENGAGEMENT ACTIVITIES AT NORSU-GUIHULNGAN CAMPUS

## Mighty Teachers unite for PA-CTEDAYAG 2025

Students, faculty, and staff from the College of Teacher Education (CTED) of Negros Oriental State University–Guihulngan Campus came together to celebrate its first-ever PA-CTEDAYAG 2025 with the theme “Pundasyon sa Kaalam, Haligi sa Kaugmaon” on December 9, 2025, at the campus gymnasium.



### NEWS

## MIGHTY TEACHERS UNITE FOR PA-CTEDAYAG 2025

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Photo | Jessas Reponte



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### CTED Pins 200 Pre-Service Teachers for AY 2025–2026

Deployment The College of Teacher Education (CTED) held its Pinning Ceremony for Academic Year 2025–2026 on December 10, 2025, at the campus gymnasium. A total of 200 pre-service teachers received their name-plated emblems and are scheduled for deployment in the second semester across partner schools in the Division of Guihulngan City.





## PROBLEMS IN IMPLEMENTATION

Despite significant progress, several challenges have affected the implementation of the Holistic Student Development Initiative. Scheduling conflicts among academic, extracurricular, and personal commitments sometimes reduce student participation in key events, while variability in student engagement and motivation may affect consistent involvement across different program components. Human resource limitations are also notable. Faculty advisers and staff, while dedicated, face time constraints due to academic and administrative responsibilities, which may limit the depth of mentorship and supervision. Some campuses experience logistical challenges in coordinating multi-campus activities, ensuring the availability of venues, materials, and technological resources for workshops, competitions, and webinars.

Additionally, external factors such as weather conditions, transportation issues, or limited support from local government units or partner organizations occasionally disrupt planned activities, especially for community service and outreach programs. Technological gaps, including inadequate access to reliable internet, online platforms, or digital tools, may hinder participation in virtual conferences, webinars, or remote mentorship sessions.

Despite these challenges, the initiative continues to adapt through careful planning, stakeholder collaboration, and ongoing feedback mechanisms to ensure successful implementation and meaningful student development.







# APPROACHES TO SOLVE PROBLEMS

## 1. Scheduling Conflicts and Student Engagement

A comprehensive annual activity calendar was established to minimize conflicts with academic deadlines. Digital reminders and announcements were sent to students, and incentives such as recognition awards and certificates were provided to encourage consistent participation and motivation across all program components.

## 2. Human Resource Limitations

Additional trained mentors and peer leaders were assigned to assist faculty advisers in guiding and supervising students. Faculty workloads were balanced with teaching and administrative tasks to ensure sufficient time for mentoring, while student leaders coordinated events to maintain active student support despite personnel constraints.

## 3. Logistical Challenges

Standard operating procedures for event planning were implemented, covering venue booking, transportation, and equipment management. Close coordination between campus directors, the Vice President for Student Affairs and Services, and the Office of Student Affairs ensured smooth execution of workshops, competitions, and community programs across campuses.

improvement during the program implementation.





## APPROACHES TO SOLVE PROBLEMS

### 4. External Factors (Weather, Transportation, Partner Support)

Contingency plans were applied for activities affected by weather or logistical issues. Alternative dates were scheduled, and some activities were conducted via virtual platforms when physical gatherings were not possible. Communication with local government units and partner organizations strengthened collaboration and support for community-based programs.

### 5. Technological Gaps

Access to reliable internet, digital tools, and online platforms was improved by providing IT support, necessary hardware, and training for both students and staff, ensuring smooth participation in webinars, virtual conferences, and remote mentoring sessions.

### 6. Monitoring and Evaluation

A centralized documentation and reporting system was implemented to track student participation and outcomes. Regular progress reports, feedback collection, and reflective sessions were conducted to assess effectiveness and identify areas for improvement during the program implementation.





## IMPACTS ON STUDENTS

Students expressed high levels of satisfaction with the Holistic Student Development Initiative, noting that it significantly enhanced their academic, personal, and social growth. Participants appreciated the opportunity to engage in research projects, leadership trainings, cultural activities, competitions, and community service, which allowed them to apply classroom learning in real-world contexts. Many reported increased confidence, improved teamwork and leadership skills, and a stronger sense of civic responsibility and cultural appreciation. Students also valued the mentorship and guidance provided by faculty advisers and peer leaders, which supported their development and motivated them to participate actively in program activities. Overall, the initiative was seen as a well-rounded and meaningful experience that contributed positively to their personal development, skill enhancement, and readiness for future academic and professional challenges.

## IMPACTS ON PROFESSORS

The Holistic Student Development Initiative positively impacted professors by providing opportunities to mentor, guide, and collaborate with students in research, leadership, cultural activities, competitions, and community service. Faculty members reported an enhanced sense of professional fulfillment from witnessing student growth and achievements. The program also encouraged interdisciplinary collaboration among faculty, fostering the sharing of best practices, innovative teaching strategies, and mentorship techniques. Professors gained insights into student needs, learning styles, and engagement patterns, which informed improvements in instructional approaches and advising. Additionally, their involvement in organizing and supervising program activities strengthened faculty-student relationships and reinforced their role in nurturing well-rounded, socially responsible, and competent graduates.



## IMPACTS ON UNIVERSITY ADMINISTRATION

The Holistic Student Development Initiative positively impacted university administration by strengthening institutional oversight, coordination, and support for student engagement programs. Administrators observed improved collaboration between campus directors, faculty, and the Office of Student Affairs, leading to more efficient planning and implementation of student activities. The program enhanced the university's visibility and reputation by showcasing student achievements in research, leadership, culture, competitions, and community service at local, national, and international levels. It also provided valuable data and feedback for decision-making, resource allocation, and future program improvements. Overall, the initiative reinforced the administration's commitment to cultivating a holistic, student-centered learning environment, supporting the university's mission to produce competent, socially responsible, and globally competitive graduates.

## RESPONSES FROM INDUSTRY/MARKET

The Holistic Student Development Initiative was positively received by industry partners and the broader market. Employers and collaborators noted that students who participated in research projects, leadership programs, competitions, and community service activities demonstrated enhanced critical thinking, problem-solving, teamwork, and communication skills. Industry partners expressed appreciation for the university's commitment to producing graduates who are not only academically competent but also socially responsible and professionally prepared. Some organizations engaged more actively with the university through internships, joint projects, and mentorship opportunities, citing the initiative as a platform that strengthens student readiness for real-world challenges and aligns with workforce expectations. Overall, the program contributed to enhanced industry confidence in the university's graduates and encouraged stronger collaboration between NORSU and relevant market stakeholders.



## RESPONSES FROM CITIZEN/GOVERNMENT

The Holistic Student Development Initiative received positive responses from local communities and government units. Citizens and civic organizations acknowledged the contributions of students through extension programs in literacy, livelihood, and environmental initiatives, which addressed local needs and promoted community development. Local government units expressed support by collaborating on outreach projects, providing resources, and facilitating student participation in civic activities. The initiative was seen as strengthening town-gown relationships, enhancing community trust in the university, and promoting active citizenship among students. Government stakeholders recognized the program as a platform that cultivates socially responsible graduates who contribute meaningfully to public welfare and local development, reinforcing NORSU's commitment to societal engagement and nation-building.

## LEAGUE OF STUDENT ORGANIZATIONS EVALUATION

Respondent Distribution by College:

Colleges	Number of Respondents
College of Teacher Education (CTED)	255
College of Criminal Justice Education (CCJE)	195
College of Industrial Technology (CIT)	50
College of Agriculture, Forestry, and Fisheries (CAFF)	52
College of Arts and Sciences (CAS)	90
College of Business Administration (CBA)	212
Total	855



## LEAGUE OF STUDENT ORGANIZATIONS EVALUATION

No.	Statement	Weighted Mean	Description
1	The activity started on time	4.69	Very high level of agreement
2	The venue/site was conducive for the activity	4.66	Very high level of agreement
3	There was adequate preparation for the activity	4.72	Very high level of agreement
4	The activity encouraged participation	4.76	Very high level of agreement
5	The activity met its published objectives	4.70	Very high level of agreement
6	The activity led you to be more environmentally conscious	4.63	Very high level of agreement
7	The activity developed your sense of responsibility	4.74	Very high level of agreement
8	The activity organizer was commendable	4.80	Very high level of agreement
9	The activity fostered unity among students and faculty	4.69	Very high level of agreement
10	The activity ended on time	4.61	Very high level of agreement
Total Average		4.70	Very high level of agreement

The table above shows the overall evaluation for the League of Student Organizations (LSO) activity and the students' satisfaction. A Google survey link for the evaluation was disseminated to the students of NORSU – Guihulngan Campus. A total of 855 students responded, representing six colleges: CTED (255), CCJE (195), CIT (50), CAFF (52), CAS (90), and CBA (212).

The weighted mean scores of the ten indicators range from 4.61 to 4.80, all falling under the “Very high level of agreement” category. The overall weighted mean for all ten statements is 4.70, which is verbally interpreted as Strongly Agree. This indicates that the students generally strongly agreed with the positive aspects of the activity and perceived it as highly effective.

The time management indicators (statements 1 and 10) show that the activity started and ended on time, reflecting efficient scheduling and organization by the organizers. Similarly, the positive ratings for the venue suggest that the physical environment was conducive, comfortable, and supportive of student engagement. Statements related to preparation, participation, and achievement of objectives indicate that students recognized the organizers' competence in planning and implementing the activity. The high scores for personal and social impact (environmental awareness, responsibility, and fostering unity) reveal that the activity contributed to students' developmental growth and strengthened relationships among students and faculty.



## LEAGUE OF STUDENT ORGANIZATIONS EVALUATION

Finally, the highest score for the commendability of the organizers highlights strong approval of their leadership, coordination, and overall effectiveness. Overall, the overall weighted mean of 4.70 confirms that the League of Student Organizations activity was well-organized, meaningful, and impactful, positively influencing student engagement, personal development, and the university community at NORSU – Guihulngan Campus.





## WHERE DOES THE PROJECT GO FROM HERE?

Building on the successes and lessons learned from the implementation of the Holistic Student Development Initiative, the program at NORSU – Guihulngan Campus is envisioned to continue and expand as a cornerstone of student development. Future plans focus on sustaining and institutionalizing activities in research, leadership, culture, competitions, and community service, ensuring that they remain integrated into the academic calendar and accessible to all students across campuses.

The university aims to strengthen mentorship and faculty-student collaboration, expand partnerships with local government units, industries, and civic organizations, and explore opportunities for international linkages that provide students with broader exposure and competitive advantage. Technological enhancements, including digital platforms for workshops, webinars, and remote mentoring, will be further developed to support accessibility, participation, and documentation.

The program will also continue to implement monitoring, evaluation, and feedback mechanisms, ensuring that successes are replicated, challenges are addressed, and continuous improvements are applied. Revenue and resource management strategies will be refined to maintain program sustainability and expand offerings.

Ultimately, the Holistic Student Development Initiative is envisioned as a living, evolving framework that nurtures well-rounded, socially responsible, and competent graduates who embody the mission and vision of NORSU – Guihulngan Campus. By fostering a culture of excellence, engagement, and service, the program will continue to equip students with the skills, values, and experiences necessary to thrive in academic, professional, and community spheres, ensuring lasting impact on both students and the wider society.