



Republic of the Philippines  
**CEBU NORMAL UNIVERSITY**  
Osmeña Blvd. Cebu City, 6000 Philippines

**SYSTEM OF RANKING FOR DELIVERY UNITS  
FOR THE GRANT OF FY 2020 PERFORMANCE-BASED BONUS (PBB)\***

1. There are five delivery units:
  - a. Office of the President
  - b. College of Teacher Education
  - c. College of Arts and Sciences
  - d. College of Nursing
  - e. Administrative Services
2. The performance assessment per bureau / delivery unit will be based on the Strategic Performance Management System of the university. The delivery units will be evaluated based on their Office Performance Commitment and Review (OPCR). The bureau that gets the highest rating in the performance based on the accomplishment vis-à-vis the 2020 targets per MFO and indicators on their OPCR will be considered the best bureau, and the next highest will be the better bureau and the third, fourth and fifth rank will be considered good bureaus.
3. The University President, three Vice-Presidents, Board Secretary, and staff in the Office of the President, all Presidential Assistants, ICTO Head and the Registrar form part of the Office of the President Delivery Unit;
4. Directors (CRD, EAIL, IGP, Testing), PIO, Dean of the Student Affairs, and the faculty designated as librarian, two administrators of external campuses form part of the Administrative Staff.
5. The college deans form part of their respective college.
6. Qualified faculty members in external campuses will be ranked under the college where majority of their teaching load is located either College of Teacher Education or College of Arts and Sciences. They will be clustered under the main campus college delivery units.
7. The performance evaluation for all faculty and staff shall be based on the SPMS – IPCR.
8. Dissemination is done through meetings with respective units and through posting in the website.
9. For inquiries, the employees may contact the PMT Chair at the Office of the Vice-President for Academic Affairs, local 128.
10. Provisions of IATF MC 2020-1 dated June 2, 2020 shall provide the basis of other considerations in ranking.

**DR. FILOMENA T. DAYAGBIL**  
SUC President III

*Approved during the 7<sup>th</sup> Administrative Council 9/5/2020*