

**CEBU
NORMAL
UNIVERSITY**

**2016
ANNUAL
REPORT**

2016 CNU Annual Report

The 2016 CNU Annual Report accounts the accomplishments partly on the completion of the term of administration of Marcelo T. Lopez (RN, EdD, DPA) on 2016 July and the administration of Daisy R. Palompon (RN, PhD, DScN) as Officer-In-Charge, Office of the President from 2016 August to December. It puts premium on the university's performance in line with public expenditure efficiency and strategic policy directions.

Results of public expenditure efficiency

The year 2016 for Cebu Normal University is marked with the culmination of the presidency of Dr. Marcelo T. Lopez on July 31, 2016. The transition paved the designation of Dr. Daisy R. Palompon as the Officer-in-Charge in the Office of the President while the university went through the search process for a new university president. CNU in 2016 has made extra effort in producing results and high impact accomplishments through transparent and efficient public spending.

The organizational outcomes of the university in 2016 included: (1) relevant and quality tertiary education ensured to achieve inclusive growth; (2) access of deserving but poor students to quality tertiary education increased; (3) higher education research improved to promote economic productivity and innovation; and (4) community engagement increased. Using the principles and parameters of the Results-Based Performance Management System (RBPMS), CNU propelled its directions towards a relevant and evidence-based performance outcomes.

The succeeding tables show CNU's 2016 performance of its mandate as measured using closely related indicators. As set by the Inter-Agency Task Force (IATF) on the harmonization of national government performance, monitoring, information and reporting systems, CNU has to attain its target for 2016. The tables include budgetary allocation and accomplishments for each performance indicator (PI) of each MFO by college (CTE - College of Teacher Education, CAS- College of Arts and Sciences, CN – College of Nursing) for two fiscal years 2015 and 2016.

Table 1
MFO 1: Higher Education Services
Budget: Php 140,943,604.00

CTE		CAS		CN		Total	
2016	2015	2016	2015	2016	2015	2016	2015
Total number of graduates							
1068	695	867	616	41	43	1976	1436
Percentage of total graduates that are in priority courses.							
93%	48.08%	7%	37.08%	NA		64.47%	88.33%
Average percentage passing in licensure exams by SUC graduates/national average percentage passing in board programs covered by SUC							
221%	275.74%	127.27%	176.56%	229.41%	181.31%	215%	263.29%
Percentage of programs accredited at Levels 1,2,3,4							
15.38%	13.33%	76.92%	60%	7.14%	6.67%	100%	80%
Percentage of graduates who finished their academic programs according to the prescribed timeframe							
51.82%	45.84%	42.07%	40.63%	1.99%	2.84%	95.88%	89.33%

The first Major Final Output of CNU is Higher Education Services. The national government allocated Php 140,943,604.00 to finance the achievement of this MFO. As contained in the 2016 GAA, this funding is used to ensure quality tertiary education and to increase access of deserving but poor students to quality higher education. In Performance Indicator no. 1, there was a sustainable increase of the number of graduates across three colleges (CTE, CAS and CN) putting a wide margin between 2016 and 2015 respectively. This was the result of the strategic actions of the university in the last four years which increased its enrollment to prepare for the transition in the K to 12 implementation. For Performance Indicator no. 2, out of the total number of graduates, the percentage of graduates in priority courses were considered based on CHed Memorandum Order no. 1, series 2014. CTE has a very high proportion of graduates in priority areas such as Science Education, Math Education and Special Education. However, CAS has reduced its number of graduates based on primly courses such as BS Mathematics, BS Biology, BS Chemistry-Physics, BS Psychology and BS Tourism. Nursing program was not included in the list of priority courses, hence, no report was submitted.

The Performance Indicator no. 3 is on the average percentage passing in licensure exams by SUC graduates/ national average percentage passing in board programs covered by SUC. The number of licensure examination takers and passers considered were only the first-takers. CN has continued to sustain its 100% passing percentage since last 2010 until 2016. For the CTE and CAS, there is gap between the performance in 2015 and 2016, favoring the former which is attributed to the high national passing percentage vis-à-vis actual institutional passing percentage. This is further explained by the condition that first takers usually have higher passing percentage compared to re-takers. During the September 2016 Licensure Examination for Teachers (LET), CNU produced the 4th and 9th top examinees: Ian Christian P. Cosido (BSEd- Social Science) and Flordeliz Joy Pansag (BSEd- Social Science). In the August 2016 Psychometrician Board Examination, Camille G. Dimagiba was one of the top examinees having ranked as the 8th place. The College of Nursing got the best performance in the Nurses Licensure Examination last June 2016 having attained a 100% passing percentage and three top examinees: Bernard John Ezra IV R. Icamen (First Place), Terrence Michael V. Cuyos (7th Place) and Athena Marie A. Anog (10th Place).

Performance Indicator number 4 is on the percentage of programs accredited at Levels 1,2,3,4. Per issuance of the new guidelines for SUC leveling, only programs with graduates were counted as accreditable program. CNU only has one undergraduate program which has not been accredited yet because it has not produced graduates yet. Hence, all baccalaureate programs were accredited in varying levels. Level 4 accreditation was again awarded to the Bachelor in Elementary Education, Bachelor of Science in Secondary Education and Bachelor of Science in Nursing.

For the last Performance Indicator, the percentage of graduates who finished their academic programs according to the prescribed time frame was considered. In all colleges, only CN has shown a lesser percentage of graduates who graduated on time. This is attributed to the rigid training of nursing students in their major courses which requires both theoretical and clinical competencies. However, in general, there is an increase of timely graduation of students in all programs. This could be due to the career guidance and counseling of students provided for by the colleges.

Table 2
MFO 2: Advance Education Services
Budget: Php 9,879,000.00

CTE		CAS		CN		Total	
2016	2015	2016	2015	2016	2015	2016	2015
Total number of graduates							
40	27	34	53	12	21	86	101
Percentage of graduates engaged in employment within 6 months of graduation							
100%	100%	100%	100%	100%	100%	100%	100%
Percentage of students who rated timeliness of education delivery/ supervision as good or better							
50.48%	48.18%	29.17%	31.48%	20.35%	20.34%	100%	100%

Table 2 shows the second Major Final Output on Advance Education Services. The government allocated P9,879,000.00 for the attainment of the target of this MFO to ensure quality and improve access to graduate education. The accomplishments in this MFO were the result of a combination of factors such as career guidance, mentoring and a strong industry-academe partnership.

CTE had 40 graduates with 3 graduates from Master of Arts in Teaching (MAT), 29 Master of Arts in Education (MAEd), 1 Master in Special Education, 6 Doctor of Education and 1 Doctor of Philosophy in Education- Research and Evaluation. Master of Arts in Education and Doctor of Education were Level IV accredited programs.

CAS produced 34 graduates with 2 graduates in Master in Library Information System (MSLIS), 20 Master of Arts (MA), 4 Master in Public Administration (MPA), 4 Doctor of Arts in Literature (DALC) and 4 in Doctor of Public Administration (DPA). The DPA, Master of Arts in Public Administration (MAPA) and Master in Public Administration (MPA) programs are Level III accredited programs, while Doctor of Arts, Literature and Communication (DALC), MA Guidance and Counseling, MA in Literature, Master of Library and Information Science and MA in Literature are Level 2 accredited programs by AACCUP. More programs were accredited in 2016 as Level I namely, MA Communication, MA Panitikang Filipino, MS Mathematics and MS Environmental Biology.

The College of Nursing produced 12 graduates with 4 graduates in Master in Nursing (MN), 4 in Master of Science in Nursing (MSN) and 4 Doctor of Science in Nursing (DSN). MSN and MN programs are accredited Level IV while DSN is Candidate Status for Level I.

Table 3
MFO 3: Research Services
Budget: Php 4,529,795.00

CTE		CAS		CN		Total	
2016	2015	2016	2015	2016	2015	2016	2015
Number of research studies completed							
11	15	49	19	6	12	66	46
Percentage of projects completed in the last 3 years							
22.78%	27.20%	53.33%	41.60%	13.33%	20.00%	89.44%	88.80%
Percentage of research outputs published in a recognized refereed journal or submitted for patenting/patented							
12.12%	15.22%	75.76%	50.00%	4.54%	8.69%	77.27%	73.91%
Percentage of research projects completed within the original project time frame							
18.00%	34.78%	66.00%	41.30%	6.00%	19.57%	92.42%	95.65%

The national government allocated P 4,529,795.00 to finance the research services of the university along with the internally-generated income to ensure that a strong research and development services will be provided for institutional and social benefits.

Table 3 shows an increase in the number of research studies completed, percentage of projects completed in the last 3 years and the research outputs published in recognized refereed journal or submitted for patenting/patented. These accomplishments are attributed to the strong implementation of the Purposive Research Faculty Development Program (PRFD) which strengthens the competence of the faculty in the conduct of research, strong administrative support for research operational expenses and the reimbursement of publication fees. External funding has also boost the research performance of the university such as the CHED funding for the Nursing Education Master Plan, the Municipal Leadership and Governance Program (MLGP) of P1.8 million from the Department of Health and the P1.8 million from the Department of Social Welfare and Development (DSWD) for the Leadership for Convergence Training Program (LCTP). CNU was also granted the P12 million Institutional Development and Innovation Grant (IDIG) with the project entitled, "Culture, Environment and Demography Additives for Curriculum Development in International Cooperation". This project is for the development of a new program Bachelor in Cultural Education and the enhancement of a culture-based caring for older adults through the

Doctor of Science in Nursing (DSN) program. These show that CNU has been recognized by national and local agencies for its expertise.

The leadership of Dr. Daisy R. Palompon, Vice-President for Research, Extension and Publication initiated the partnership of CNU with USAID - Science, Technology, Research and Innovation for Development (STRIDE) Program which made possible the Visiting Research Professorship grant of Rozzano C. Locsin, PhD, FAAN a Professor Emeritus Florida Atlantic University. The 15-day program last August 2016 focused on Translational Medicine and Health Care aimed at translating research into sustainable projects regarding vulnerable populations, specifically women, children, the elderly, and persons with disability. The entire research sessions and consultations of the faculty of the College of Nursing with Dr. Locsin was able to produce eight (8) research projects.

The tradition of excellence in research continues as the College of Teacher Education in partnership with CNU Faculty Association, Inc. successfully hosted the 3rd International (4th National) CTE annual research conference with the theme, "Education across time and culture". The conference took place on February 20, 2016 at Marco Polo Plaza Hotel. This was attended by more than 800 participants from different colleges and universities from the country of different regions and abroad. On November 24 of the same year and venue, the College of Nursing also hosted the 6th International Conference of Nurses (ICONS). The theme for the conference focused on improving health system's resilience through research.

As a year-ender, Dr. Milagros M. Greif, CNU faculty in Biology was granted two (2) IPOPHIL Certification for Utility Models on the "Process of Producing Mosquito Larvicide" and the "Composition of Larvae Control".

Table 4 shows the accomplishments of the university on Technical advisory extension services. In the 2015 GAA, the university was allocated P3,620,000.00 to finance this MFO. The bulk of this allocation was used to cover the cost of training for CNU's external clients.

The CNU accomplishments in extension services surpassed its targets in all performance indicators. This is attributed to the unified extension program of the university called E-HELP (education, health, environment, livelihood and peace), increased academe-industry linkages and a more responsive services. The DSWD's project with CNU on Leadership Convergence Training Program (LCTP) also made possible the attainment of the university's targets. LCTP is a six-month, four – module training program for the MAT leaders.

Table 4
MFO 4: Technical Advisory Extension Services
Budget: Php 3,620,000.00

CTE		CAS		CN		Total	
2016	2015	2016	2015	2016	2015	2016	2015
Number of persons trained weighted by length of training							
5053.75	1969.9	3769.25	2889.5	1131.5	2308	9954.5	7167
Number of person provided with technical advice							
144	116	143	153	63	98	350	367
Percentage of trainees who rate the training course as good or better							
45.25%	43.38%	45.89%	28.60%	6.87%	28.02%	98.10%	98.54%
Percentage of clients who rated the advisory as good or better							
35.93%	29.43%	44.75%	42.23%	19.32%	22.34%	100%	94.00%
Percentage of requests from training responded to within 3 days of request							
44.18%	60.35%	40.42%	21.55%	15.40%	18.10%	100%	100%
Percentage of requests for technical advice that are responded to within 3 days							
40.48%	25.74%	40.48%	57.43%	19.05%	18.83%	100%	100%
Percentage of persons given training or advisory services who rate timeliness of service delivery as good or better							
42.14%	45.32%	47.55%	29.27%	8.46%	24.90%	98.15%	99.56%

The European Union brought its higher education institution to Cebu Normal University last November 11, 2016 through the EU Higher Education Fair. This was attended by the EU Delegation to the Philippines, the EU Member States Embassies and Cultural Institutes.



Academic Exhibit of European Higher Education Fair 2016 at the Tandang Sora Hall, Cebu Normal University

Table 5
General Administration and Support Services (GASS)

Performance Indicator	2016	2015
BUR (Ratio of total obligations to total release)	59%	78%
BUR (Ratio of total disbursement to total obligations)	97%	88%

Table 6
2016 GAA Fund Utilization (in '000 pesos)

Particulars	Approved	Released	Obligations	Disbursements	Balance
PS	129,021	118,361	116,931	116,598	1,430
MOOE	122,374	122,374	53,594	52,543	68,780
CO	84,981	76,665	7,138	2,513	69,527
Total	336,376	317,400	177,663	171,654	139,737

Tables 5 and 6 show that the university was able to obligate 56% of the total allotment released for FY 2016. Expenses for Personnel Services (PS) accounted for the bulk of the fund utilization with 99% utilization. Mandatory expenses for PS was fully addressed by the university while only 44% of the MOOE funding was used by the University and Capital Outlay of only 9%.

Disbursements for salaries and wages of the employees of the university accounted for the majority of the expenses for Personnel Services. Maintenance and Other Operating Expenses covered disbursements or local travels ((0.81 million), training and scholarship expenses (18.3 million), supplies and materials (8.9 million), utility expenses (10.3 million), communication expenses (1.02 million), research development expenses (0.48 million), extraordinary and miscellaneous expenses (0.12 million), general services (9.90 million), repairs & maintenance

(0.57 million), and other maintenance expenses (0.57 million). Capital Outlay expenses covers completion of the CNU Balamban Building, CNU Balamban perimeter fence and the Library Modernization Project.

Table 7
2016 Off- Budget Fund Receipts and Expenditures (in '000 pesos)

Particulars	Expense Class	Receipts	Expenditures	Balance
Special Trust Fund 164	PS	44,810	41,131	3,679
	MOOE	31,181	14,659	16,522
	CO	19,619	15,440	4,179
	Total	95,610	71,230	24,380
Income Generating Projects	PS	16,241	6,725	9,516
	MOOE			
	CO			
	Total			
Special Projects	MLGP	2,225	144	2,081
	NEMP	375	342	33
	DSWD	950	17	933
	Total	3,550	503	3,047

Table 7 reflects total receipts from the Off-Budget Funds of the university showing the Special Trust Fund 164 of the university is the major source of receipts other than the GAA funds with 95.6 million pesos. CNU is a recipient of grants from DOH for the training of the municipal mayors and municipal health officers under the Municipal Leadership and Governance Program (MLGP) and was also tapped by CHED for the formulation of the Nursing Education Master Plan (CHED-NEMP). DSWD partnered with CNU for the project Leadership for Convergence Training Program.

Table 8
Summary of 2016 Expenditure by Fund Source (in '000 pesos)

Particulars	GAA	Off-budget (STF, IGP, special)	Total
PS	129,021	44,810	173,831
MOOE	122,374	31,181	153,555
CO	84,981	19,619	104,600
Total	336,376	95,610	431,986

Table 8 shows 40% of CNU's expenses went to personnel services, MOOE accounted for 36% and CO 24%. The bulk of the PS expenses is accounted to salaries and wages and the implementation of the 2nd Tranche of the SSL 4 Salary Standardization and the integration of the NBC 461 cycle 6 funding in the general fund.

Setting policy directions

In 2016, the CNU Board of Regents met five times - the First Quarter Meeting on February 11, the Second Quarter Meeting on April 28, the Third Quarter Meeting on August 11, the Fourth Quarter Meeting on October 26 and one Special Meeting on June 30. The BOR passed resolutions in separate referendums on March, August, September and October. A total of 131 resolutions were passed by the Board. The following major decisions were made by the Board in 2016:

- Approved the procurement of complete architectural and engineering design and plans with a program of work and bill of materials for the Library Modernization Project with an approved budget for the contract (ABC) of P6.6 million funded under R.A. 10717 or the 2016 GAA, to include supervision and inspection of construction of said project, subject to procurement, accounting and auditing laws, rules and regulations.
- Approved the procurement of goods and services for the completion of the building in CNU Balamban with an approved budget for the contract (ABC) of P10 million funded under R.A. 10717 or the 2016 GAA subject to procurement, accounting and auditing laws, rules and regulations
- Approved the procurement of goods and services for the perimeter fence in CNU Balamban with an approved budget for the contract (ABC) of P2 million funded under R.A. 10717 or the 2016 GAA subject to precise measurement of the perimeter as basis for determining the actual height of the fence to be constructed and subject to government procurement, accounting and auditing laws, rules and regulations
- Approved the procurement of complete architectural and engineering design and plans with a program of work and bill of materials for the Academic Center for Arts and Sciences with an approved budget for the contract (ABC) of P6.3 million funded under R.A. 10717 or the 2016 GAA subject to procurement, accounting and auditing laws, rules and regulations.
- Approved the University Publication Awards and Incentives, to wit:

A. Publication Award

The University's Program on Awards and Incentives for Service Excellence (PRAISE) encourages the grant of non-monetary awards in the form of a plaque of recognition given to the author(s) in an appropriate ceremony; and Monetary awards shall be granted only when the publication results in monetary savings, which shall not exceed 20% of the savings, generated.

B. Reimbursement of Publication Fees

To lessen the financial burden on the regular faculty and staff, the University shall reimburse publication and other related fees subject to availability of funds and government accounting and auditing rules and regulations:

Reasonable publication costs for scholarly research, not to exceed a total of P40,000.00, for articles published within the year in a reputable, refereed, indexed or non-indexed and CHED-JAS accredited Philippine journals or periodical, provided the publication carried the University's identification;

- Approved the assignment of Dr Rozzano Locsin, Professor of Tokushima University and Professor Emeritus of Florida Atlantic University, as visiting research professor within the USAID Science, Technology, Research and Innovation for Development (STRIDE) Program and to provide him with accommodation, meals, research costs and incidentals in the amount of P265,000.00 chargeable against the university's general funds, subject to government procurement, accounting and auditing rules and regulations
- Interpreted that the schedule of tuition fee increase per BOR Resolution No. 78 to mean that the incoming freshmen of AY 2015-2016 shall be charged P112.00 per unit (representing 50% of current P75.00/unit) until their terminal year, incoming freshmen of AY 2016-2017 shall be charged P131.00 per unit (representing 75% of P75.00/unit) until their terminal year and incoming freshmen of AY 2017-2018 and onwards shall be charged P150.00 per unit (representing 100% of current P75.00/unit) until their terminal year
- Approved in principle the revised University Code notwithstanding the comments raised by the Regents and subject to copy-editing
- Approved the following: (a) Memorandum of Agreement between CNU and CHEDRO7 for StuFAP Implementation; (b) Memorandum of Agreement between CNU and Bicol University for Research Partnership; (c) Memorandum of Agreement CNU and UP Cebu for Library Partnership; (d) Memorandum of Agreement between CNU and USPF for Library Partnership; and (e) Contract of Affiliation with VSMMC for BS Biology students and authorized the University President to sign, execute and deliver the separate MOAs and Contract of Affiliation on behalf of Cebu Normal University
- Approved the retirement of Marcelo T. Lopez as SUC President III of Cebu Normal University effective July 31, 2016 and expressed appreciation for all his efforts as public higher education institution manager
- Recommended to the CHED Chairperson for her designation of Dr. Daisy R. Palompon, Vice President for Research, Extension and Publication as Officer-in-Charge of the Office of the University President effective August 1, 2016 until the Board shall have appointed a new university president
- Approved the separate Collective Negotiation Agreement (CNA) of the Faculty Association, Inc. (FAI) and the Administrative Staff Association, Inc. (ASA), both accredited employees organization of the university, subject to review and recommendations of the Public Sector Labor-Management Council

- Approved the following: a) Statement of Intent with Conestoga College Institute of Technology & Advanced Learning; b) General Agreement of Cooperation with North Island College; c) Letter of Intent of Queensland University of Technology; d) Memorandum of Understanding with Universidad Catolica San Antonio de Murcia; and e) Memorandum of Agreement with University of the Philippines Cebu and authorized the Officer-in-Charge to sign, execute and deliver the separate formal documents on behalf of Cebu Normal University subject to review and comments of legal officer
- Authorized the Officer-in-Charge to enter into a contract of service with Dr. Jonel Saludes, Professor of the University of San Agustin and DOST-Balik Scientist 2015-2018 as resource person to conduct research capacity building and research direction setting the faculty members of the Chemistry department of the College of Arts and Sciences from September 2-3, 2016 with an honorarium of P25,600.00, payment of economy class airfare not to exceed P10,000.00 and provision of hotel accommodation, subject to government personnel, accounting and auditing rules and regulations.
- Authorized the Officer-in-Charge to approve the resolution of the Supreme Student Council to release the amount of P360,000.00 to finance the student insurance program, subject to government procurement, accounting and auditing rules and regulations
- Approved the granting of Cash Awards to the following Licensure Examination Topnotchers: Camille G. Dimagiba - 8th 2016 Psychometrician Licensure Exam; Karina Mae A. Uy - 1st 2015 Guidance Counselor Licensure Exam; and Steven R. Rabago - 9th 2015 Guidance Counselor Licensure Exam consistent with BOR Resolution No. 60, series of 2012 which approved increased cash awards to individual CNU topnotchers in the LET and NLE, subject to availability of funds and to accounting and auditing rules and regulations
- Approved the Quality Manual effective immediately
- Authorized Dr Daisy R. Palompon, OIC, Office of the CNU President to sign the letter of acceptance and scholarship undertaking of the following CNU faculty members as approved nominees for graduate education (local) in the K to 12 Transition Period: Marc Louie Maratas Alcaraz (new master's), Jose Mari Louis G. Alforque (new doctorate), Remedios C. Bacus (new doctorate), Jiolito L. Benitez (new doctorate), Charles Albert A. Caayaman (new master's), Hazel L. Cañeda (new doctorate), Mary Jhoanne T. de la Cruz (new doctorate), Jucel A. Jaluage (new doctorate), Vincent F. Monacillo (new master's), Webemay S. Pelago (new master's), Steven B. Rabago (new master's), Roselle J. Ranario (new doctorate), and Johann N. Trocio (new master's)



Cebu Normal University
Osmeña Boulevard, Cebu City, 6000 Philippines
www.cnu.edu.ph