



2018 ANNUAL REPORT





ARGAO Teachers attending summer school

VISION

A leading multi-disciplinary research university of education committed to build a strong nation

MISSION

To develop high-performing professional educators that generate new knowledge and build progressive and peaceful communities



STRATEGIC DIRECTIONS

- Sustaining Quality and Relevance
- Enhancing Research, Development and Innovation
- Expanding Community Engagement and Linkages
- Digitization and Automation of Operations
- Maximizing Resource Generation and Utilization

ABOUT THE COVER

The Administration Building Then (c.1939; Photo Source: Cebu The Queen City Blog) **and Now** (c. 2019: Photo: Kim Francis R. Rodriguez) – Standing proud as witness to the university's culture of excellence and in its commitment of producing professional leaders of the community.



DR. FILOMENA T. DAYAGBIL, CESE
SUC President III

The President's Message



The Strategic Plan of Cebu Normal University for 2017-2021 is anchored on the call to "Nurture Excellence and Cultivate Significance." On its second year of implementation, the entire CNU Community continues to nurture dreams of crimson and gold in the achievement of its targets for 2018 in terms of its major final outcomes and strategic directions. More than just a checklist of things to do, the various projects, activities and programs of the University aim to contribute to the country's collective ambition—AmBisyon Natin 2020.

The 2018 Annual Report reflects the milestones of the year in terms of the University's Major Final Outcomes and Strategic Directions. These achievements aim to contribute to the challenge of accelerating the human capital development of the country. Specifically, the University contributes through continuing curricular reforms, enhancing teacher competencies, expanding access to higher education, integrating 21st century competencies, strengthening quality assurance mechanisms, improving research, innovation and extension services, and promoting excellence among higher education institutions as contained in the Philippine Development Plan 2017-2020. In as much as this report provides evidence of the return of investment of the government in higher education, it is our hope that it may serve as an inspiration for all that our collective desire for the Filipino people is within reach—*Matatag, Maginhawa at Panatag na Buhay*.

The Strategic Plan of the University finds alignment in the Strategic Plan of the country. It is a reminder for the CNU stakeholders and partners that state universities and colleges in the country play a crucial role in nation-building. This is the role we seek to play with nothing less but excellence. They say it takes a village to raise a child. It then takes so much more to raise a citizenry who will constitute the country we dream the Philippines to become. This is the impact we seek to make in our desire for significance. With this, as University President, I render the 2018 Performance Report of the University.

...the University contributes through continuing curricular reforms, enhancing teacher competencies, expanding access to higher education, integrating 21st century competencies, strengthening quality assurance mechanisms, improving research, innovation and extension services, and promoting excellence among higher education institutions as contained in the Philippine Development Plan 2017-2020.



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Accelerating Human Capital Development through Quality and Excellence

“

In the long run, your human capital is your main base of competition. Your leading indicator of where you're going to be 20 years from now is how well you're doing in your educational system.”

.....
- Bill Gates



Program Accreditation

The university ensures that curricular offerings meet statutory, regulatory and institutional requirements. Most importantly, these degree programs are designed towards developing transferrable and lifelong skills that sets the CNU graduate a leader in the community, and a leader in his or her field. These programs are periodically submitted for accreditation through the Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCUP) to determine how well they perform against the national standards.

As of 2018, there was a total of 25 accredited programs, 10 of which have been awarded the Level IV status, 9 with Level II status and 6 with Level I status.

The distribution of the academic programs by college is shown in the succeeding figures: red for College of Arts and Sciences, blue for College of Teacher Education, and green for College of Nursing.





Curriculum Enhancement

In the continued quest for excellence and relevance, the university's three colleges conducted a series of activities aimed towards strengthening their respective curricular offerings through updating the knowledge-base and the skills of their faculty, as well as obtaining inputs from different stakeholders and experts.



Curriculum Designing

January
with Dr. Jenny Jocson

Curriculum Mapping on the Policies, Standards and Guidelines for Teacher Education

Feb. 20 - 21, 2018
with Dr. Jenny Jocson

Stakeholders' Consultative Meeting

February 23, 2018
with Dr. Josefino Ronquillo

Design & Development of Self-Instructional Module (Phase 2)

July 2-4, 2018
with SEAMEO and Dr. Ruby Macalde

Thesis & Dissertation Advising

Sept. 26 - 28, 2018
with Dr. Roberto Padua

Accreditation Level II in PhD Research and Evaluation

October 15 - 17, 2018



Undergraduate Studies Stakeholders' Meeting

January 30, 2018

Faculty Training for the New General Education (GE) Core Courses in Science, Technology & Society (STS)

July 9 - 13, 2018
with Dr. Gallardo Gulay & Dr. Flordeles Gacho

Seminar-Workshops on General Education - Readings in Philippine History, Art Appreciation, and Understanding the Self

July 17 - 19, 2018
with Dr. Glenn Velmonte and Dr. Reynaldo Inocian

Training Workshop on Application of Differential Equations

July 16 - 18, 2018
with Dr. Salasa Nawang

Wika at Panitikan: Pagtuturo ng Filipino sa Ika-21 na Siglo Seminar and Workshop

July 23 - 25, 2018
with Dr. Voltaire Villanueva

Training Workshop on R-Studio Programming

July 18-20, 2018
with Dr. Florence Evacitas

Seminar Workshop on General Education - Purposive Communication

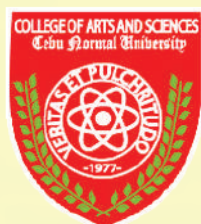
July 26 - 27, 2018
with Dr. Vinchita Quinto

Workshop Activity on Book Writing

July 24 - 25, 2018
with Dr. Lolita Rodriguez

Book Writing Training Workshop

July 30-31, 2018
with Dr. Mark Abadiano



Faculty Training for New Tertiary Physical Education Curriculum

September 19 - 21, 2018
with Mr. Pio Gerardo Solon

Historical and Socio-Anthropological Training for New Gen Ed Curriculum

September 21- 23, 2018

Stakeholders' Forum on the New BSN Curriculum

January 12, 2018
with Dr. Marcelo Lopez

OBE Integration in BSN Curriculum Workshop

February 2 - 3, 2018
with Dr. Mary Grace Lacanaria

Training/ Workshop on Standardization of Laboratory Practices and Assessment for Chemistry and Physics Laboratories

October 15, 2018
with Mr. Van Ryan Kristoffer Galarpe

Accreditation Level IV Revisit Phase I (DPA, MAPA/MPA, BA PolSci, BA English, BS Mathematics and Sciences)

November 5 - 7, 2018

Redesigning the Doctor of Science in Nursing: The Academic Discussions

March 27, 2018
with Dr. Claudia Lai, Dr. Rozzano Locsin, Dr. Marcelo Lopez, Dr. Araceli Balabagno, Dr. Eligio Razalan, Ms. Pearl Po, and Ms. Pinky Baloloy

Curriculum Development Writeshop

April 26 - 27, 2018
with Dr. Rozzano Locsin, Dr. Laurence Garcia, Dr. Claudia Lai, Dr. Marcelo Lopez, Dr. Daisy Palompon, Dr. Evalyn Abalos, and Dr. Jezyl Cutamora

Accreditation Level IV Revisit Phase I (DPA, MAPA/MPA, BA PolSci, BA English, BS Mathematics and Sciences)

November 5 - 7, 2018

Training on Module Writing in Capacitating Barangay Officials

November 19 - 21, 2018
with Ms. Marilyn Lagupa-Yap

Graduate Studies - MN and MSN Curriculum Review

September 28, 2018
with Dr. Mary Grace Lacanaria and Dr. Araceli Balabagno

Accreditation Level II DScN Gerontology Nursing

October 15 - 17, 2018

Graduate Studies Curriculum Review

November 22, 2019
with Dr. Josefino Ronquillo

Upskilling the Psychology Faculty Research Competencies in Publication and Statistics

December 13 - 14, 2018
with Dr. Imelu Mordeno

GS Curriculum Review Part 1 (MN and MSN Programs)

December 15, 2018
with Dr. Daisy Palompon

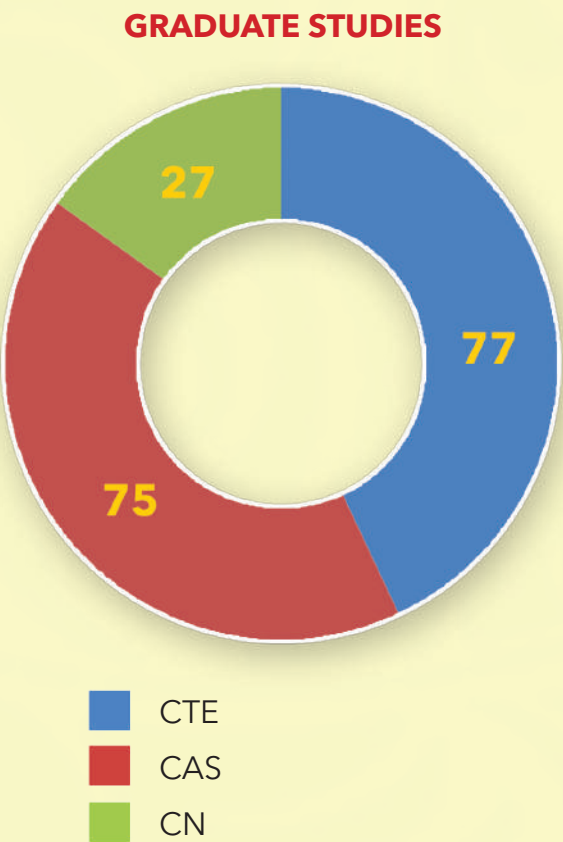
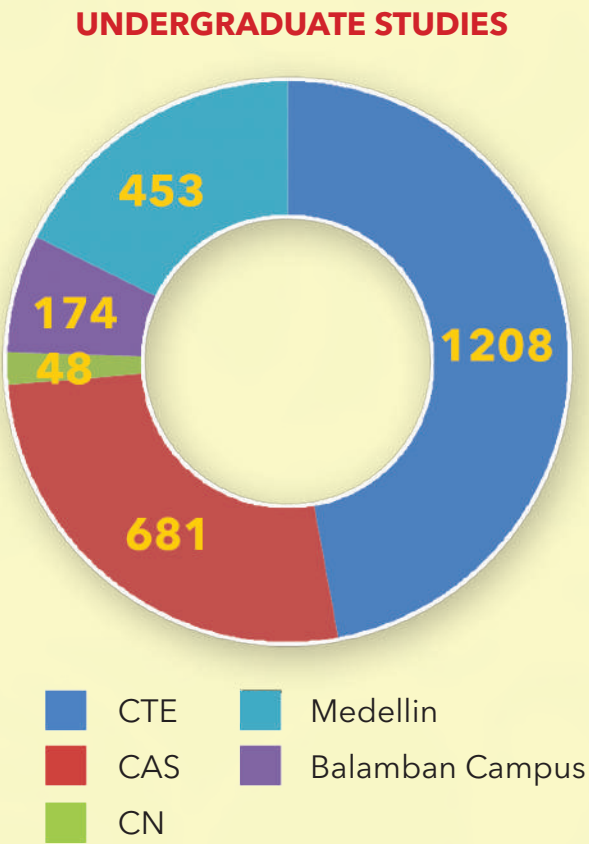
Revisiting and Re-evaluating the BSN Curriculum Map and Syllabi Making

December 19 - 20, 2018
with Dr. Daisy Palompon and Dr. Jezyl Cutamora

Student Development and Performance

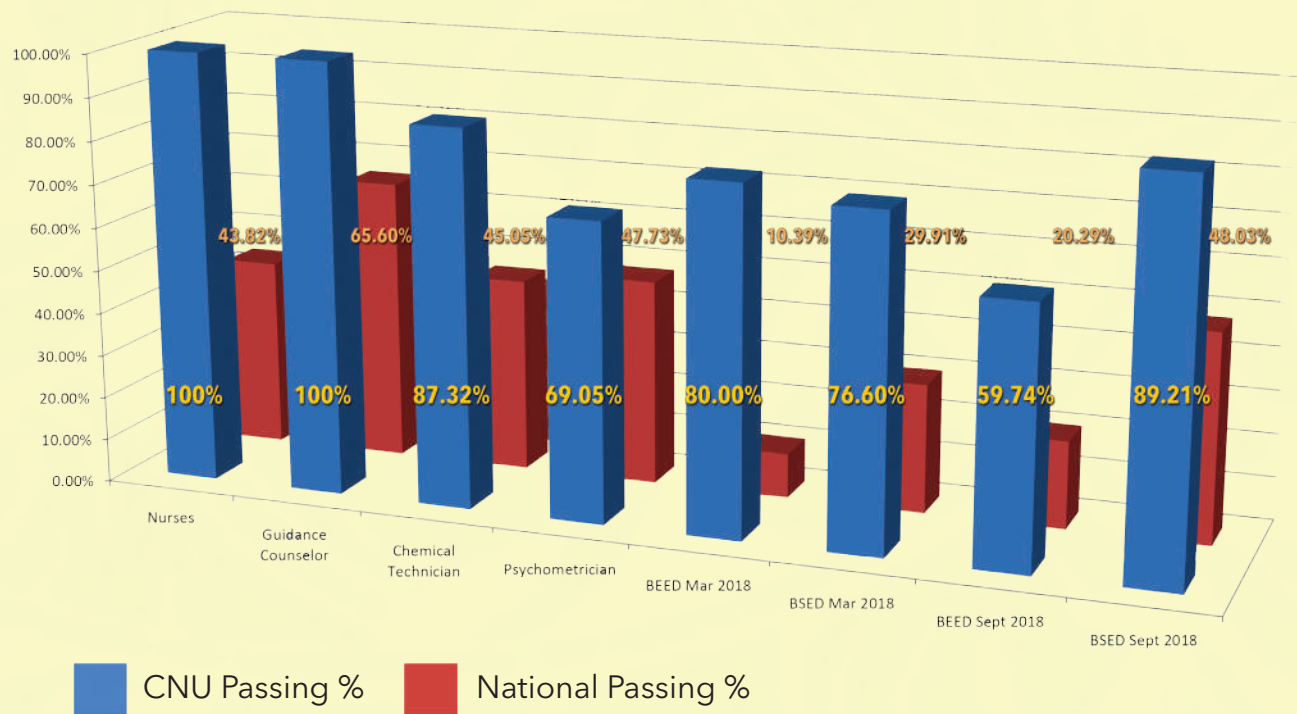
Graduates

For School Year 2017 - 2018, the university has produced a total of 2,564 graduates in the undergraduate level and 179 in the graduate level, who possess high level of competencies and who are significant additions to the country's labor force.



Licensure Examination

Performance in licensure examinations across different professional fields is consistently high among CNU graduates as evident by the university's higher passing percentage against the national passing percentage. Further, the university has produced topnotchers particularly in chemical technician, nurses, and teachers' board examinations.



Princess Annalou T. Ocaña
Top 8 Chemical Technician Licensure Examination

Honey Sheen G. Bangquiao
Top 8 Philippine Nurses Licensure Examination



Athena Louise S. Mangoroban
Top 9 Philippine Nurses Licensure Examination

Jessa Marie C. Menor
Top 10 Philippine Nurses Licensure Examination



Anne Mica R. Lim
Top 8 BEED Licensure Examination



Immanuelle Anne A. Ocaya
Top 9 BSED Licensure Examination

Student Awards

Students brought pride to the university through their achievements in international, national, regional and local competitions.

Music Theory 2 Examination (Distinction Award)

| Associated Board of the Royal Schools of Music in London | **Rosito, Rebekah Louise** | January 2018

3rd Place - Ideas Positive | UNILAB | **Villarias, Askin** | August 13, 2018

Champion | ABS-CBN Campus Patrol 2018 Central Visayas | **BA Communication Students** | August 28, 2018

1st Place - Essay Writing Competition | International Assembly of Youth for UNESCO | **Judilla, Anne Marion** | September 8, 2018

Outstanding UNESCO CLUB - Nightingale Student Council | National Association of UNESCO Clubs of the Philippines | September 8, 2018

Champion - Y4U Spoken Word Poetry | International Assembly of Youth for UNESCO | **Pacifico, Niboy Don** | September 8, 2018

PITYLC 2018 Most Outstanding Youth Citizen | Youth Lead Philippines | **Rizon, Benna Lyn** | September 24, 2018

PASUC Regional 2018 | November 12 - 15, 2018

GOLD AWARDS: Extemporaneous Speech: **Balaza, Excelsis Jee** | Instrumental Solo (Violin): **Yap, Arthur John Dale** | Instrumental Solo (Banduria): **Lapon, Glendyl** | Radio Drama: **CNU Radio Drama Team** | Indigenous Dance: **CNU Dance Team** | Standard Chorale: **CNU Chorale** | Show Choir: **CNU Chorale** | Ms. PASUC 2018, Best in Talent, Best in Production Number, Best Speaker, Best in Terno, & Ms. Photogenic: **Godinez, Phoebe**

SILVER AWARDS: Dagliang Talumpati: **Singco, Sharamae Fe** | Storytelling: **Doong, Sharmaine** | Pagkukuwento: **Mandap, Ben Har** | Pagsusulat ng Sanaysay: **Yurag, Airah May** | Folk Dance: **CNU Dance Team** | Short and Sweet Play: **CNU Team** | Instrumental Solo (Piano): **Maningo, Henry Jude Jr.** | Live Band: **CNU Live Band** | Mr. PASUC 1st Runner Up & Best in Talent: **Tangpuz, Jorel Franco**

BRONZE AWARDS: Essay Writing: **Negro, Marielle Grace** | On-the-spot Poster Making: **Makiling, Maria Bernadine** | Contemporary Dance: **CNU**

Dance Team | Street Dance: **CNU Dance Team** | Vocal Solo (Kundiman): **Completo, Fayrah Kay** | Pop Solo: **Taoy, Mariel**

2nd Place Oral Research Presentation | International Conference of Nurses 8 | **Tangpuz, Jorel Franco** | November 23, 2018

1st and 2nd Place | COSAP Film Making 2018 | Cebu City Office for Substance Abuse Prevention | **BA Communication Students** | December 11, 2018

Ms. Mandaue 2018 Media Choice | **Godinez, Phoebe** | December 11, 2018

Champion - Essay Writing Competition | 56th National Rizal Youth Leaders Institute | **Judilla, Anne Marion** | December 13, 2018

Student Development Activities

Various activities were organized by the Office of the Student Affairs, the Student Supreme Council and the different student organizations with the aim of promoting holistic development among the students. Such activities promote awareness on different issues and concerns, support to well-being, and preparation for the world of work. A few of these activities include the following:

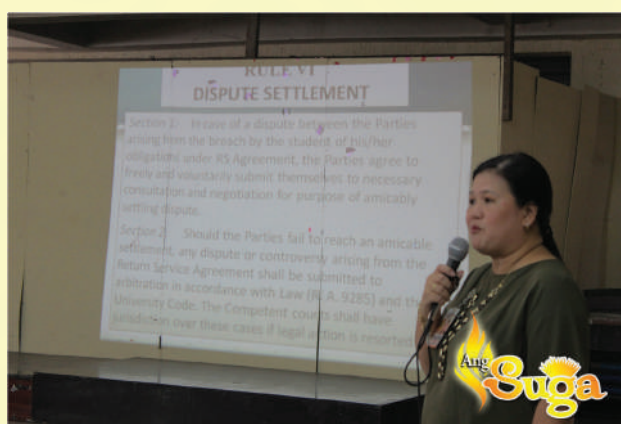
- February 1, 2018 | **Career Orientation Seminar by JOBS 180** | SM Hall
- March 9, 2018 | **CNU Job Fair** | SM Hall
- March 23, 2018 | **Recognition Day for Graduating Students** | SM Hall
- July 16-19, 2018 | **Orientation of Incoming Students (All Levels) to RA 10931** | SM Hall, CTE G/F
- August 10, 17 & 24, 2018 | **Freshmen Orientation (CAS, CTE, CN)** | CTE G/F, ILS STAGE
- August 24, 2018 | **Special Meeting with Scholarship Benefactors and Sponsors** | EMMA Center
- August 25, 2018 | **Graduate Studies Orientation (All Colleges)** | Tandang Sora & Emma Center
- September 13, 2018 | **HIV/AIDS Forum and Awareness** | CTE Ground Floor
- September 26, 2018 | **Special Meeting with Student Leaders for CNU World Teachers' Day** | CTE Ground Floor
- October 8, 2018 | **CNU World Teachers' Day** | TAC 7th Floor
- October 11, 2018 | **Career Orientation** | CTE Ground Floor
- October 15-18, 2018 | **Intramurals 2018** | All venues

- November 12-16, 2018 | **PASUC VII Culture and Arts Festival** | Siquijor
- November 27-30, 2018 | **PASUC National Culture and Arts Festival** | Davao City

JOB FAIR 2018 | 09 March 2018



ORIENTATION ON THE UNIVERSAL ACCESS TO QUALITY TERTIARY EDUCATION ACT # RA 10931 OR FREE TUITION ACT | 16-18 July 2018



GRADUATE SCHOOL ORIENTATION FOR CTE, CN AND CAS STUDENTS | 25 August 2018

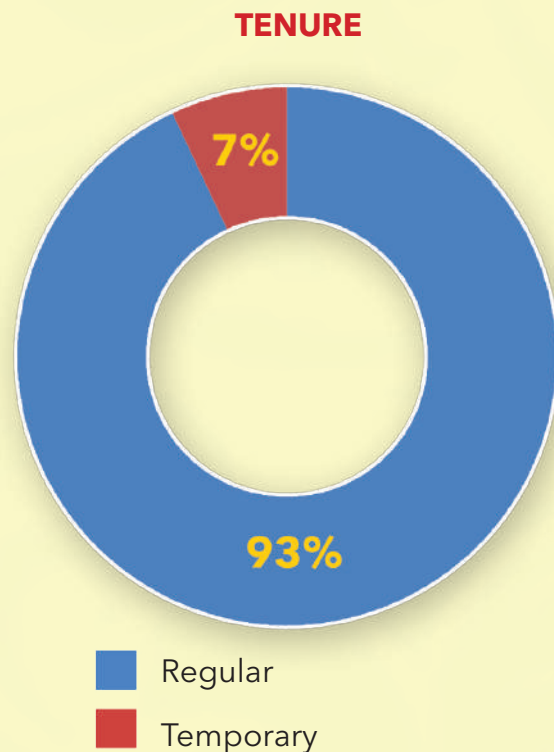
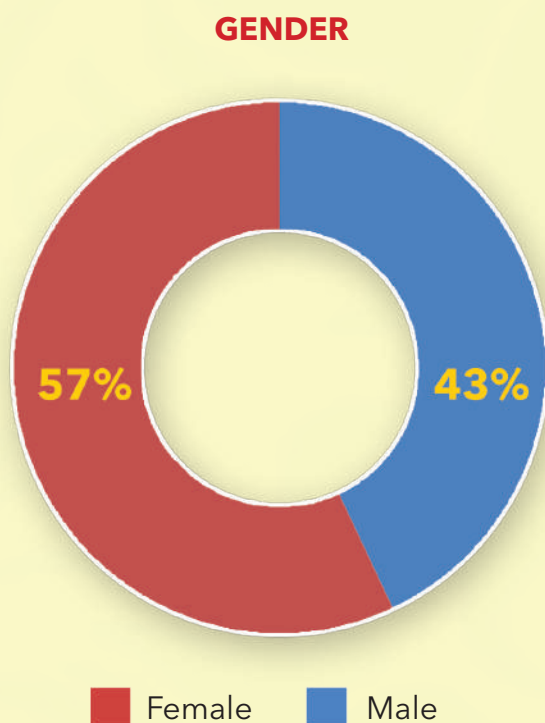




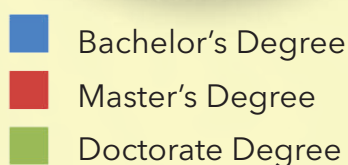
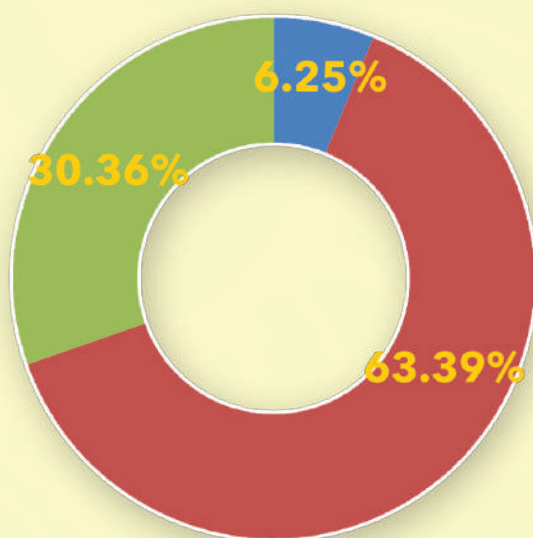
Faculty Professional Development

In 2018, a total of 224 members comprised the university faculty force: 42 in the College of Teacher Education, 27 in the CTE - Integrated Laboratory School, 106 in the College of Arts and Sciences, 22 in the College of Nursing, 18 in Medellin Campus and 9 in Balamban Campus. The collective profile of the 224 faculty members is shown below:

Faculty Profile

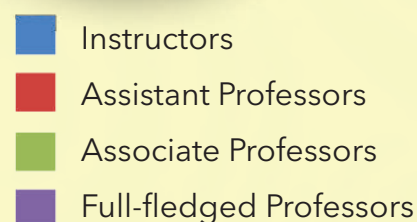
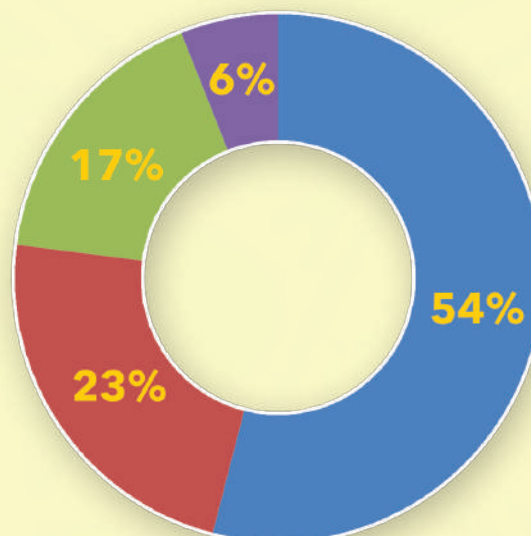


EDUCATIONAL QUALIFICATION



In 2018, there were 11 faculty members who joined the professorial rank in the university.

ACADEMIC RANK



1. Dr. Milagros M. Greif - Professor I
2. Dr. Vinchita G. Quinto - Professor I
3. Dr. Jezyl C. Cutamora - Professor II
4. Dr. Edward M. Kiunisala - Professor II
5. Dr. Corazon A. Prejoles - Professor II
6. Dr. Roselle J. Ranario - Professor II

7. Dr. Christopher John S. Rosero - Professor II
8. Dr. Jiolito L. Benitez - Professor III (not in the picture)
9. Dr. Gary B. Lapid - Professor IV
10. Dr. Rufina C. Rosaroso - Professor IV
11. Dr. Alex Y. Tiempo - Professor V



Dr. Laurence L. Garcia, a faculty member of the College of Nursing, and the current Director of Center for Research and Development, received a prestigious international award from the National Hartford Center of Gerontological Nursing Excellence (NHCGNE) as Distinguished Educator In Gerontological Nursing. The award was given on November 13, 2018 in Boston, Massachusetts, USA.

Faculty Learning and Development

The university maintains a highly competitive pool of faculty whose commitment to their profession leads them to seek for advancements in their knowledge-base and skills. There were 7 faculty members who participated in international conferences primarily on research, in countries including Japan, Korea, Saudi Arabia, Taiwan, and China. Locally, more than 130 workshops, training, and conferences were attended by the faculty in varied academic disciplines, in research, in gender and development, and in administration. More than 750 slots were given for attendance to these 130 gatherings. Within the institution, there were capability-building activities held throughout the year including Faculty In-Service Training at the beginning of each semester.

Faculty Scholarships

The university supports the higher academic pursuits of 24 faculty members by partnering with agencies such as CHED in the grant of scholarships to these employees.

COMPLETED IN 2018

1. **Alda, Rivika** | Doctor of Education- English Language Teaching | Cebu Normal University
2. **Cutamora, Jezyl** | Doctor of Philosophy in Education major in Research and Evaluation | Cebu Normal University
3. **Largo, Rowena** | Doctor of Education-Filipino Language Teaching | Cebu Normal University
4. **Misa, Roderick** | Doctor of Philosophy in Education major in Research and Evaluation | University of San Carlos

ONGOING 2018

1. **Alcaraz, Marc Louie M.** | Masters of Education major in Science Education | Cebu Normal University
2. **Alforque, Jose Mari Louis G.** | Doctor of Philosophy in Nursing | Siliman University
3. **Alvarado, Elsie T.** | Doctor of Arts in Literature and Communication | Cebu Normal University
4. **Bacalla, Lita A.** | Doctor of Philosophy in Filipino | Philippine Normal University
5. **Bacus, Remedios C.** | Doctor of Philosophy in Education- Curriculum and Instruction | University of San Carlos
6. **Benitez, Jiolito L.** | Doctor of Philosophy in Social Science | Siliman University
7. **Cañeda, Hazel L.** | Doctor of Philosophy in Nursing | Siliman University
8. **Casas, Karl Patrick S.** | Doctor of Philosophy in Physics | University of San Carlos
9. **Dapat, Lelani C.** | Doctor of Education-English Language Teaching | Cebu Normal University
10. **De la Cruz, Mary Jhoanne T.** | Doctor of Philosophy in Education major in Research and Evaluation | University of San Carlos
11. **Elnar, Roy B.** | Doctor of Philosophy in Physics | University of San Carlos
12. **Gutierrez, Pedro Jr.** | Doctor of Philosophy in Biology | University of San Carlos
13. **Jaluage, Jucel A.** | Doctor of Education major in Physical Education | Southwestern University
14. **Maglasang, Gibson T.** | Doctor of Philosophy in Physics | University of San Carlos
15. **Monacillo, Vincent F.** | Masters in Information Technology | University of San Jose-Recoletos
16. **Nelmida, Ana Fara C.** | Doctor of Education- English Language Teaching | University of San Jose-Recoletos
17. **Ontoy, Dexter** | Doctor of Philosophy in Environmental Science | University of the Philippines-Los Baños
18. **Pansit, Nimfa R.** | Doctor of Philosophy in Biology major in Environmental Sciences | University of San Carlos
19. **Pederi, Randy E.** | Doctor of Philosophy in Social Science | Siliman University
20. **Pelago, Webemay S.** | Masters of Science in Biology | University of San Carlos
21. **Rabago, Steven B.** | Masters of Arts in Clinical Psychology | University of San Carlos
22. **Ranario, Roselle J.** | Doctor of Philosophy in Education major in Research and Evaluation | University of San Carlos
23. **Rebamonte, Geraldine C.** | Doctor of Education- Filipino Language Teaching | Cebu Normal University
24. **Trocio, Johann N.** | Masters in Information Technology | University of San Jose-Recoletos



Enhancing Research Productivity



“

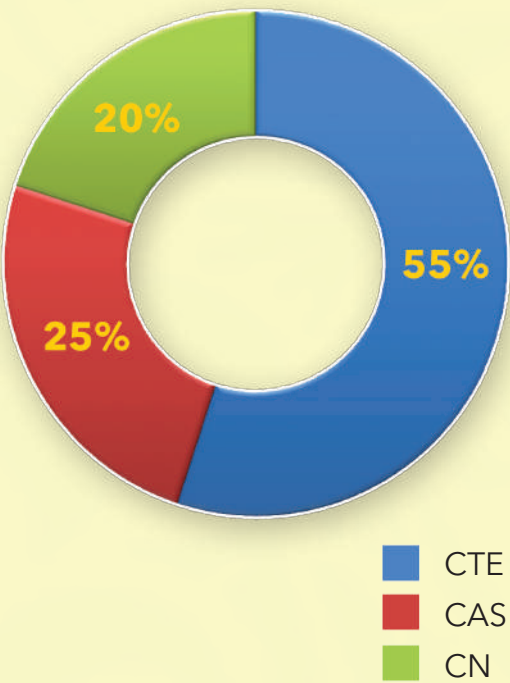
Innovation is the key to the future, but basic research is the key to future innovation.”

.....

- Jerome Isaac Friedman

Completed Research

Cebu Normal University produced a total of 69 completed research projects for the year 2018 from the 3 colleges namely College of Arts and Sciences (CAS), College of Teacher Education (CTE) and College of Nursing (CN). The efforts and continuous desire of the faculty to live the vision and mission of the university to be a research-intensive institution motivated them to produce more outputs this year from last year's 61 total research projects. Some of the completed papers are outputs from the research trainings conducted by the Center for Research Development (CRD) as part of the Faculty Development Plan.



Publications

There are 69 publications produced by the university scholars for the year 2018. Eleven of these research papers were published in Clarivate Analytics-Indexed Journals. Some of the remaining research papers were published in CHED-accredited journals and other reputable journals.

The top two contributors in these publications are Dr. Roberto B. Corcino and Dr. Cristina Corcino, who are also among the most highly cited Math professors in the country, currently with 339 and 168 citations, respectively, based on Google Scholar.



Patent

The two Patent Drafting workshops organized by the Center for Research and Development produced four Utility Models that are registered with the Intellectual Property Office Philippines.

Handheld Writing Board

Registration No.
PH22018050344

Kim Francis R. Rodriguez,
College of Teacher Education-Integrated Laboratory School



Process of Producing Mosquito Larvicide in Liquid Formulation

Registration No.
PH22017050151

Dr. Milagros M. Greif,
College of Arts and Sciences



Composition of Mosquito Larvicide in Liquid Formulation

Registration No.
PH22017050152

Dr. Milagros M. Greif,
College of Arts and Sciences



Novel Nurse Cap with Hair Retainer

Registration No.
PH22015000556

Dr. Laurence L. Garcia,
Mr. Endrex Nemenzo, and
Dr. Daisy R. Palompon,
College of Nursing



Presentations

Opportunities to present the research papers in the international, national and local fora were also provided to the university faculty. For the year 2018, a total of 105 presentations were funded by the university. The University continues its passion to support the faculty in their endeavours to disseminate the findings of their research papers to the greater public.

Award

Cebu Normal University was recognized and awarded with the Fr. Theodore Murnane Research Commitment Award by the Central Visayas Consortium for Health Research and Development during the 3rd Annual Central Visayas Health Research and Innovation Conference at Cebu Normal University, last May 7-9, 2018. The award is given to the institution that has contributed to the strengthening of research capabilities, sharing of research resources in the region and generating research projects aligned with predetermined priority health issues and concerns/agenda.



Conferences

The university's vision is deep-seated in the veins of the different colleges as seen on their initiatives to provide avenues for the dissemination of research findings.

Teacher Education Student Conference (TEStCon)

Last March 10, 2018, the College of Teacher Education held its 5th International (6th National) Teacher Education Students' Conference (TEStCon) at the Marco Polo Plaza Hotel, Lahug, Cebu City. Participated by over 800 students, educators, and educationists, this year's TEStCon bore the theme: "Research Across Disciplines: Connect, Collaborate, and Innovate."



International Conferences of Nurses (ICONS8)

Last November 23, 2018, the College of Nursing successfully conducted its 8th International Conference of Nurses held at Marco Polo Plaza Hotel, Lahug, Cebu City with the theme "Transforming Towards Quality Health Care Practices Through Research-Informed Innovations." The conference targets to provide an avenue for scholarly forum for both student and professional nurses around the globe. This conference focused on issues including Gerontology Nursing Innovations, Techno-Intelligent Nursing Care and Emerging Trends in Nursing Care and the Nursing Academe. The conference was able to convene 20 co-host institutions both from the local and international partners. These are University of Cebu-Lapu Lapu-Mandaue Campus, University of Cebu-Banilad Campus, The Hong Kong Polytechnic University, Central Visayas Consortium for Health Research and Development, Colegio de San Agustin- Bacolod, Lorma Colleges, Mindanao State University- Iligan Institute of Technology, Philippine Nurses Association- Cebu Chapter, The University of Tokushima, Universitas of Muhammadiyah Yogyakarta, University of San Jose Recoletos, University of Bohol, University of the Visayas, West

Visayas State University, Aklan State University, Cebu Doctor's University, Central Philippine University, Centro Escolar University, Western Mindanao State University and Mindanao State University-Marawi Campus. This year's conference also introduced infographics and launched new trend in research dissemination which is through infomercials.





**CONFERENCE OF NURSES 8**
ICONS

October 23, 2018
Plaza, C
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Research Institutes

Since their establishment on June 15, 2017, the research institutes have already made good progress geared towards realizing their vision and mission.

Institute for Research in Innovative Instructional Delivery

The Institute for Research in Innovative Instructional Delivery (IRIID) was established to promote innovative ethno-Malayan culture and heritage for quality teaching and learning in the dynamic teaching-learning environment of the 21st century. Aimed at enhancing innovative and effective instructional delivery that recognizes authentic Filipino identity, the 21 research projects of the institute produce instructional models, lesson exemplars, policy briefs, and word lists of local lexicons that are highly contextualized to the Philippine setting.

Category 1: Ethno-Malayan Curriculum	Output	Proponents
Cultural Parallelism of Faith and the Teacher Education Curriculum	Instructional Modelling	Janet A. Mananay, Catalina M. Canasa Mark Abadiano
Food Icon Litson as Basis for Pre-Service Teacher Education Curriculum Restructuring	Words List	Catalina M. Canasa Rowena C. Largo Ame Ann E. Quiapo
Category 2: Ethno-Malayan Pre-Service Education	Output	Proponents
Selected Cebuano Cultural Practices: Implication to Pre-Service Education	Instructional Modelling	Genara B. Pacaña Lito Diones, Gerome M. Lasala Lelani C. Dapat Reynaldo B. Inocian
Ethno-Malayan Religious Practices and Imaginary Transaction for the Departed: Curriculum Consequences for Pre-Service Teacher Education	Instructional Modelling	Catalina M. Canasa Rowena C. Largo Janet A. Mananay
Category 3: Innovative Ethno-Malayan Pedagogies	Output	Proponents
Enhanced Teaching-Learning Process through String Cultural Diffusion	Instructional Modelling	Helen B. Boholano Jennifer B. Gonzales
Indigenous-Cultural Pedagogic Innovations: Experiences of Centers of Excellence in Teacher Education	Lesson Exemplars	Amelia C. Bonotan Alma Agero
Indigenizing and Contextualizing the Use of Cooperative Learning Strategies	Lesson Exemplars	Reynaldo B. Inocian Lelani C. Dapat Genara B. Pacaña Gerome M. Lasala
Intercultural Significance of Ethnomathematics: Higher Education Implications	Prototype Lessons in Ethno-mathematics	Ireneo Abad
A Complementation of the Labada Teaching Model for a Gender Sensitized Society	Instructional Modelling	Cecille Estrelloso Angelica Cuyno Jaicha Gimoros Reynaldo B. Inocian

Out-of-field Social Studies Teaching Towards Sustainable Culture-based Pedagogy	Instructional Modelling	Niña Mae Pacaña Charmen Ramos Maryland Noel Catarata Reynaldo B. Inocian
Fishing Culture in Bantayan Island Vis-à-vis the Bobo Model of Constructivist Teaching	Instructional Modelling	Lougee R. Lacio Maristela P. Derecho Mary Joy Montecillo Genara Pacaña Reynaldo B. Inocian
The Replication of Upland Farming Practices for a Culturally-based Instructional Context	Instructional Modelling	Cris John B. Tejada Leonisa S. Juarez Mikkie M. Molbog Reynaldo B. Inocian

Category 4: Socio-anthropological Studies	Output	Proponents
Indigenous Self-Healing Practices: Implications to Health Education and Understanding Oneself	Brochure for Self-healing	Ana Marie V. Fernandez
Economic Attributes of Pusong-Making Industry in Cebu City	Policy Brief	Marvin Cabasag, Buchard L. Batan John Thomas S. Canonigo Reynaldo B. Inocian
Unveiling the Indigenous Art of Bakat and its Economic Signification	Policy Brief	Niño James Cuestas Justin Keith L. Carin Jhon Daryl E. Canoy Reynaldo B. Inocian
Embedded Values on the Use of Sugbuanon Means of Traditional Communication Media	Policy Brief	Jay Anne F. Tabunag Michaeline A. Marata Neil Ryan R. Templanza Reynaldo B. Inocian
Devotees' Testimonies of Faith of Señor Santo Niño de Cebu	Policy Brief	Mitchie Brion Gloria Ann Cabaluna Dian Jane Mencede Nedissa T. Ladera Ebora Lape Maria Elsie Laput Riza Nuñez, Reynaldo B. Inocian
Bibingka sa Mandaue: A Living Remnant of the City's Past	Policy Brief	Ian Christian P. Cosido
Salted Sea Food Products: A Cebuano Culture Signification	Policy Brief	Charisse Elizabeth D. Abello Claire M. Almaden Aurea P. Teano Elena B. Lozano Reynaldo B. Inocian

Category 5: Ethno-Malayan Instructional Materials	Output	Proponents
Linguistic Varieties of Northern Cebu: Guidelines for Instructional Materials Development	Words List	Elsie Alvarado Lita A. Bacalla Rowena C. Largo
Sinugbuanong Binisaya Fishing Lexicon in Cordova	Dictionary for Sinugbuanong Binisaya Fishing Lexicon	Natividad P. Dela Torre Romeo S. Macan Geraldine C. Rebamonte

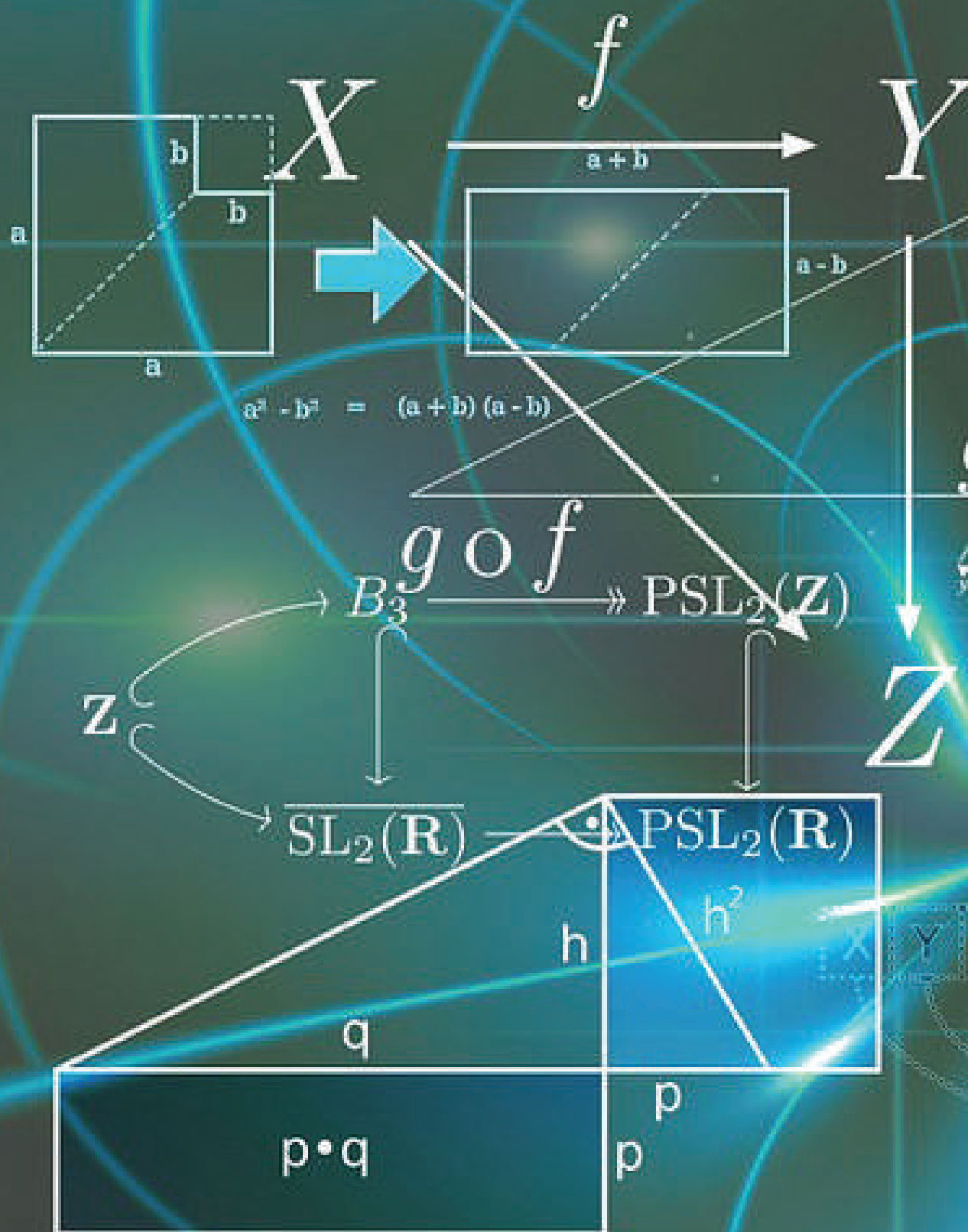


To provide an avenue for dissemination of research findings, the IRIID conducted the 1st International Conference on Arts and Culture (ICAC) on May 30 - 31, 2018. This was participated by over 160 participants from public institutions including the Department of Education (DepEd), Department of Tourism (DOT), and the National Commission for Culture and the Arts (NCCA), and private organizations and institutions such as the Ramon Aboitiz Foundation Incorporated (RAFI), and the University of San Carlos (USC).





The IRIID also spearheaded the Research Writeshop on Chinese Studies last December 2018 which produced 13 research proposals.



Research Institute for Computational Mathematics and Physics

The Research Institute for Computational Mathematics and Physics (RICMP) secured two research grants from the Commission on Higher Education - Grant-in-Aid (CHED-GIA) for two of its research projects: The Hankel Transform of q -Analogue of r -Dowling Numbers by Dr. Roberto Corcino et al., received P2.4M grant while the Generalized Lambert W Function, Its Properties and Applications by Dr. Cristina Corcino, et al., received a P3.1M grant.

Staying true to its commitment to produce both theoretical and practical advancements in the field of Mathematics and Physics, the RICMP conducted two workshops which produced numerous research outputs. The Training Workshop on White Noise Analysis generated Bitcoin: A Non-Markovian Stochastic Process by Dr. Roberto Corcino et al.; A Non-Markovian Stochastic Process in Modeling the Fluctuations of the Ozone Thickness led by Dr. Cristina Corcino; and Persistent Depreciation of US Dollar Purchasing Power: Stochastic Modeling with Transcendental Memory by Mr. Jay Ontolan et al. Meanwhile, the Lecture Series and Research Training on Lambert W Function and Application (Part II) produced the following: Numerical Calculation of the Real r -Lambert Function by Dr. Roberto Corcino et al.; On the Normality of the Omega Constant by Dr. Glen Pesole et al.; and Some Applications of Lambert W Function on Free Falling Body by Mr. Allan Roy Elnar et al.

To run at par with leading institutions around the globe, the institute has expanded its connections by establishing linkages with experts from 3 international universities and one local institute this year. They are: Dr. Istvan Mezo of Nanjing University of Information Science and Technology in Nanjing, China; Dr. Takao Komatsu of Wuhan University in Wuhan, China; Professor Hassan Jolany of University of California in San Diego, CA; and Dr. Christopher Bernido of Central Visayas Institute Foundation in Jagna, Bohol.

Research Institute for Ageing and Health

The Research Institute for Ageing and Health (RIAH) continues to produce knowledge in the field of gerontology and public health as evidenced by the number of research grants it has received from the Commission on Higher Education - Institutional Development and Innovation Grants (CHED-IDIG). The following are the completed research projects in the institute.

Research Project	Authors	Budget
Social Determinants on Depression among Community-dwelling Elderly in Metro Cebu	Endrex Nemenzo Daisy Palompon Jullian Bejoc	P164, 000.00
Working beyond 80: The Meaning of Work to Octogenarians in the Workforce	Ma. Mayla Imelda Lapa Laurence Garcia Endrex Nemenzo	P174, 130.00
Correlates of Depression and the Effects of Ear Seed Acupressure Using the 5-point (Nada) Protocol on Depression Levels of the Elderly in Metro Dumaguete	Rochi Cagara Theresa Guino-o Mary Nathalie Cata-al Laurence Garcia	P300, 000.00
Elderly Healthcare Insurance System in Selected Asian Countries	Jezyl Cutamora Jose Mari Louise Alforque April Kyle Inabangan	P162, 030.00
Homecare Practices for Older Adults in Siquijor: An Ethnography then Change to a Narrative Inquiry	Jillian Bejoc Laurence Garcia April Kyle Inabangan	P231, 400.00
Source and Essence if Gratitude: Re-examining the Intergenerational Views on Respect for the Older People	Letty Kuan Laurence Garcia	Self-funded



The institute is not only keen in developing knowledge in the study of aging population but also extends its help in elevating the quality of education offered at the College of Nursing. The following workshops have been initiated to this effect: Exploratory Talks and Bilateral Academic Dialogues Exploring International Cooperation for Culture; International Standardization of the DScN Program; DScN Curriculum Development Writeshop; and Cascading of Best Practices. Furthermore, workshops to develop and hone research capabilities of the College of Nursing faculty members were conducted as follows: Introduction to Research, Biostatistics and Epidemiology for Public Health (Modules 1 & 2 for 3 batches); Integrated Management of Childhood Illness Training; and Training on Safe Motherhood: Pain Relief during Birth and Family Planning. These last 3 workshops were conducted under Technical Assistance Packages (TAP).





Research Institute for Tropical Biology and Pharmacological Biotechnology

The Research Institute for Tropical Biology and Pharmacological Biotechnology (RITBPB) was created to spearhead cutting-edge researches, develop home-grown technologies and provide educational training services in tropical biology and pharmacological biotechnology. To attain this vision, the institute conducted the Research Training Writeshop on Mainstreaming Biodiversity Research into Food Security, Drug Development and Biotechnology.

The institute prides itself in publishing 4 research articles in Clarivate Analytics (Thomson ISI) journals. Mr. Jake Joshua Garces authored the article - Impacts of Anthropogenic Activities in Alien Plan Invasion in Mt. Manunggal, Cebu Island, Philippines published in the Journal of Biodiversity and Environmental Sciences. Dr. Jay Picardal produced 3 articles, two are published in the International Journal of Biosciences: Antiangiogenic and Morphological Effects of *Cinnamomum cebuense* Kosterm. Leaf Extracts on *Anas platyrhynchos* L. Embryonic Development Using an *In Vivo* Chorioallantoic Membrane (CAM) Assay; and Molluscicidal Activity of the Aqueous Extract of Garlic (*Allium sativum* L.) Bulb against Golden Apple Snail (*Pomacea canaliculata* L.). Dr. Picardal's 3rd article, In Vitro Evaluation the Molluscicidal Activity of *Euphorbia tirucalli* Latex Extract against the Mollusk Rice Pest *Pomacea canaliculata* (Caenogastropoda: Ampullariidae) is published in the Journal of Biodiversity and Environmental Sciences.



Research Institute for Public Governance

The Research Institute for Public Governance (RIPG) was established with the aim of empowering local government officials through research and training services. It specializes in local governance that is attuned to the peculiarities of the socio-environmental, economic and political conditions of Southern Philippines. This year, the institute has 11 research initiatives 6 of which are completed and ready for publication and paper presentation while 5 are still ongoing.



Capability Building

To further enhance the competence of the faculty in research, the university through the Center for Research and Development organized research training-workshops to address the needs of the faculty in qualitative and quantitative research and patent creation. Series of training-workshops were conducted to provide assistance to faculty both in the main and external campuses.

Complex Adaptive System

January 22 – 24, 2018

Writing a Publishable Paper

January 24 – 26, 2018

Writing Research Proposals on Different Qualitative Approaches

January 25 – 27, 2018

Big Data Patterns through Artificial Intelligence

February 19 – 21, 2018

2-day Novice Consultation

February 21 – 22, 2018

Consultation for Novice and Intermediate Group

March 19 – 22, 2018

Writing a Publishable Paper Phase 2

April 23 – 26, 2018

Internal Review and Evaluation of the University

Research Manual
May 21 – 25, 2018

Midyear Assessment and Review of Process Outputs

June 25 – 27, 2018

Patent Drafting

July 24 – 26, 2018

Intermediate Group – Novice Group Mentoring for Advance Quantitative Research Methods

October 12, 2018



Higher Education Network of Research Institutions Grant Application Writeshop

August 29 – 31, 2018



Intermediate Group Training – Big Data Analysis

September 24 – 26, 2018



Writeshop and Consultation on Big Data Analysis (Logistic Regression Analysis)

October 17 - 19, 2018



Writing Researches Utilizing Phenomenological Design

October 29 - 31, 2018



Patent Drafting - 2nd Batch

November 6 - 8, 2018

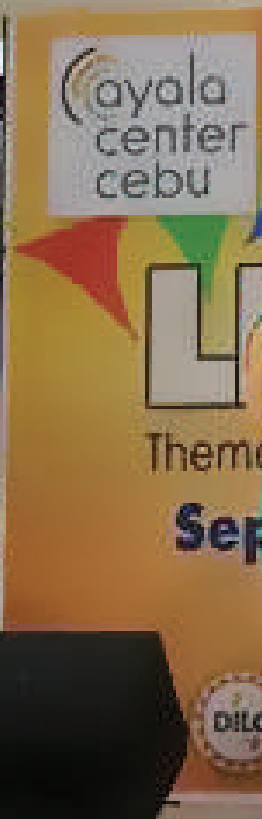
Cultivating Significance through Community Engagement and Linkages



The end of all knowledge
should be service to others.”



— Cesar Chavez



Belo

Visit the Belo clinic at
Level 1, The Terraces
Bldg. B&D (1351)

Visit the **kidz** booth at
Level 1

#AyalaKids

Ayala Kids

Belo Clinic

Globe
AT HOME

E-HELP FESTIVAL

celebrating "EHELP for Humanity"

Ayala Center Cebu

September 20

Keynote Speaker:
HON. SEN. CARLOS AGUIRRE

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ep... be... 20...

DILG

PHILIPPINE BAR ASSOCIATION

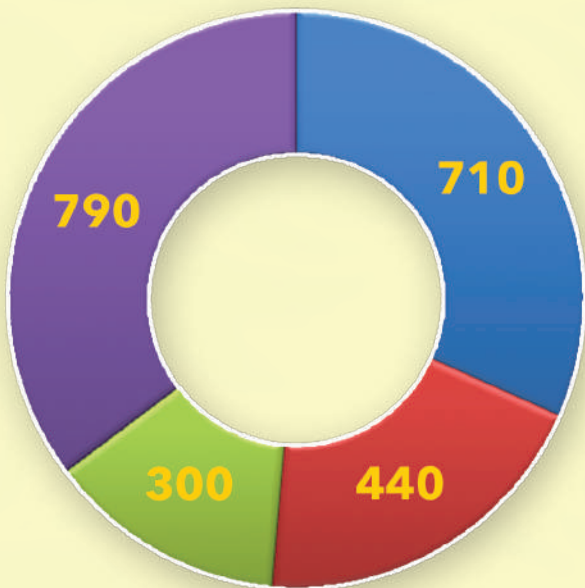
Extension Projects

NO. OF EXTENSION PROJECTS



As an agent of change and as a partner in community development, the university through its academic staff, continues in its commitment to create value and impact to the local community while forging links with national and international entities. In 2018, a total of 35 extension projects were initiated and implemented by the university’s three colleges, serving 2,240 beneficiaries. Aside from the extension projects that the External Affairs and International Linkages (EAIL) office oversees, the EAIL office has been actively brokering partnerships and organizing collaborations between the university and institutions from amongst our ASEAN neighbors and in North America.

NO. OF BENEFICIARIES SERVED



Extension Projects

College of Teacher Education



Extension Projects

CAS-School of the Arts



Extension Projects

CAS-School of the Sciences



Extension Projects

College of Nursing



International Linkages

The university through its three colleges welcomed partner institutions mainly from the Asia Pacific region and in North America to strengthen collaborations towards intercultural and global education that are hallmarks of 21st century learning.

Singapore Polytechnic, Singapore | Cebu Learning Express | April 2-13, 2018



Bounty Fresh Indonesia | Collaboration Meeting | July 27, 2018



Tadulako University, Indonesia | TESTcon 2018 | March 10, 2018



Buddhist Compassion Relief Tzu Chi Foundation | Collaborative E-HELP Program for Barangay Pulpogan, Consolacion, Cebu

Lambung Mangkurat University, Indonesia |
CNU Integration Plan for Internationalization "SEA Teacher Project: Student
Teacher Exchange in Southeast Asia" | March 10, 2018



Namseoul University, South Korea | Proposed Program for Collaboration | June 13, 2018



China Jiangsu Overseas Center, China | Exploration
Talk of Antipolo Campus Development Plan |
August 17, 2018



North Island College, British Columbia, Canada |
Consolidated Practice Experience Program |
May 3 – 28, 2018



University of South Australia, Australia | CNU Integration
Program Plan for Internationalization Conference Guide
"Building Strongest Ties through Education" | March 5, 2018



Alethia University, Taiwan | Internationalization of Curricular Programs |
November 7, 2018

Universiti Kebangsaan Malaysia, Malaysia |
Theory, Practice and Process: CNU Roadmap to
Internationalization | May 28 – 30, 2018



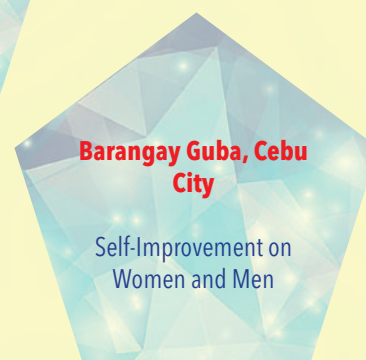
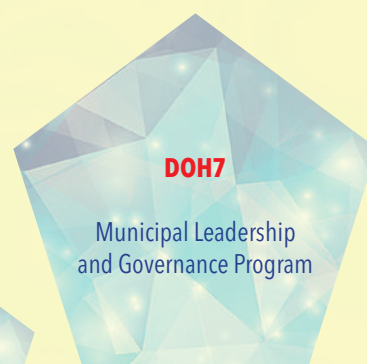
Japan Information and Culture Center |
Embassy of Japan | May 3, 2018



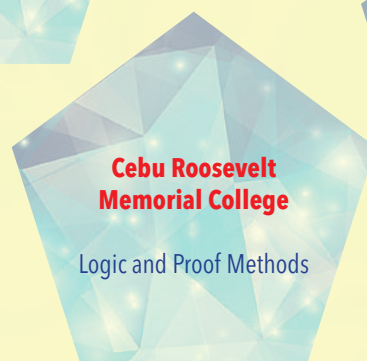
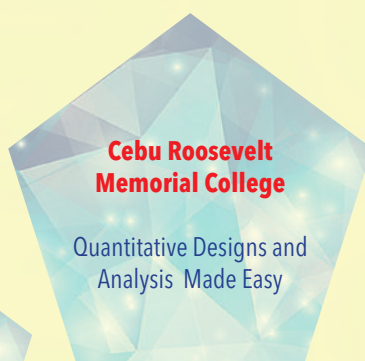
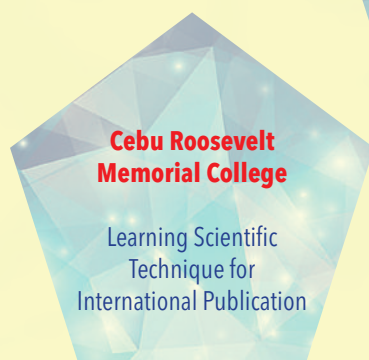
Local Partnerships

As community builder, the university has partnered with the following entities

College of Nursing



College of Arts and Sciences



College of Teacher Education



External Affairs and International Linkages Initiatives/Activities

Title of Initiative/Activity	Date	Venue	Description	Other Information
Extension Project Skills Enhancement Management Training	January - May 2018	Cebu Normal University	Four-month extension project management	Participated by 145 faculty with extension projects
In house Review of Extension Projects	July 24, 2018	St. Marks Hotel	Extension Project In-House Review	18 projects completed the project review
Leadership Transformation Training for New Project Leaders	July 30-31, 2018	ALTA Garden Resort Cordova	Attended by newly elected Barangay Officials	50 participants
In-house Review (2nd Batch)	August 28, 2018	EAIL Office, Cebu Normal University	Extension Project In-House Review	40 participants
E-HELP Life Festival 2018	February 2/ September 2, 2018	Ayala Center, Cebu City	Featured 12 CNU's Extension Service Projects	500 students attended the festival at CNU and 400 in Ayala Center Cebu

Internationalization at Home: the ASEAN perspective	September 12, 2018	Inner Court, Cebu Normal University	Strategic rationalization of CNU towards regional Internationalizations	Participated by Grade VI pupils of ILS and 100 faculty and staff with selected Administrative Council Members
Product Development and Packaging	September 26-28, 2018	VSU, Baybay Leyte	Field Exposure Training of faculty in technology and package development	10 faculty attended with 5 Extension Chairs
Documenting and writing impacts: A Monitoring and Evaluation Training	October 17-19, 2018	Hotel Asia, Cebu City	Creating impacts from project stories	14 AVP of extension projects were completed
E-HELP Design Thinking Laboratory: A Quest for Innovative Solutions through Learning Express	October 25-27, 2018/November 8-10, 2018	One Central Hotel, Cebu City	Interdisciplinary, problem-solving process using the Design Thinking	80 faculty completed the cascading Design Thinking training

REXCon 2018

A very important activity organized and hosted by the External Affairs and International Linkages was the **Research and Extension Congress (REXCon)**. This gathering paved the way for an enhanced dialogue and networking among government officials, experts and project beneficiaries in order that stories from discoveries both in research and extension services can be transmitted to the people. The event was held on October 25, 2018 at SM Seaside Centerstage, Cebu City where it was attended by 487 attendees.





“ I believe that as a part of good governance, all agencies should be reviewing regulations and cleaning up those that may be outdated, redundant, or unnecessary.”

.....
- Seth Moulton

Strengthening Quality Assurance and Governance



Cebu Normal University's commitment to continuous quality improvement is concretized by various quality assurance initiatives by all offices in the organization. In 2018, the University has successfully passed its ISO 9001:2015 Stage 2 visit. With this, there is the conduct of routine internal audits to include the review of core processes, documents, and risks. Top management reviews are also facilitated by the Quality Assurance Office to ensure the implementation of a seamless quality assurance check. The CNU community conducts quality policy discussions every first Monday of the month to serve as a reminder to all stakeholders of the shared goal of the institution. Protocols and systems are put into place to facilitate effective and efficient delivery of products and services.

On the academic side, stakeholders' consultations are done in order to remain relevant to the changing needs of the clients from all industries. The results of these consultations are considered in the plans of the University. Whenever possible, suggestions from invited representatives from various sectors are integrated in the Instruction, Research and Extension activities of the faculty members. The University also conducts regular faculty in-service trainings especially in the light of the implementation of the new curricula in higher education. Lastly, quality assurance is maintained through voluntary accreditation of its programs as evidenced by the survey visits conducted in 2018 for the various programs in the College of Arts and Sciences, College of Nursing and College of Teacher Education.

After hurdling the challenges of ISO and AACUP accreditation, the University is now preparing itself for its pursuit of Institutional Sustainability Assessment for 2019. Truly, quality assurance is a never-ending pursuit.

Quality Assurance Initiatives

NAME OF INITIATIVE/ ACTIVITY	DATE AND VENUE	DESCRIPTION	OUTCOME
College of Teacher Education and College of Nursing ISO Stage 2 Visit	January 2018		Awarding of certification on August 2018
Stakeholders' Consultations			
a. College of Nursing			
b. College of Arts and Sciences	January 12, 2018 February 14, 2018		
c. College of Teacher Education	February 23, 2018		
Evaluation of Designated Officials	February 5-16, 2018		
Non-Teaching Delivery Units Core Process Review	April 2018	Core process review for the non-teaching personnel was conducted as an alignment to the identified office's deliverables as reflected in the CNU University Code	
Quality Policy Discussion	Every First Monday of the Month since May 2018		
Core process, Risk Assessment Review for the Academic Units	June 2018	Updating of the units core processes, alignment and updating of the risk assessment and mitigation and control procedures to address future and anticipated/ calculated risks were done.	

NAME OF INITIATIVE/ ACTIVITY	DATE AND VENUE	DESCRIPTION	OUTCOME
Faculty In-Service Training on "Enhancing Outcome-Based Learning in the New Curriculum"	June 25-28, 2018 CNU SM Hall	With trainers from the University of the Philippines National Teachers Training Center (NTTC): <ul style="list-style-type: none"> • Dr. Nemuel Fajutagana • Dr. Nomar Alviar • Prof. Lemuel Asuncion • Prof. Nina Yanilla 	
Process, Risk Assessment and Protocol formulation for the College of Arts and Sciences	July 2018	CAS, as first timers in ISO audit, prepared its core processes along with the analysis of risks and its mitigation and control procedures	
Institutional Accreditation Orientation	July 31, 2018	An invited speaker from the Commission on Higher Education (CHED), Dr. Josefino Ronquillo Jr. facilitated the orientation among the KRA chairs. In this venue, the CHED representation also reminded the assembly on the journals which were considered by CHED as predatory.	
Protocol Review For The Non-Teaching Delivery Units	September 2018	This is a continuation of the April 2018 core process review, this time the non-teaching delivery units preformed analysis of anticipated and calculated risks in line with its core processes and formulated risk mitigation and control measures to reduce the likelihood of its occurrence and effect/s	
Level II Survey Visit for the programs in the College of Teacher Education (PhD research and evaluation) and College of Nursing (DScN Gerontology Nursing)	October 15-17, 2019	With the accreditors: <ul style="list-style-type: none"> • Dr. Marietta B. Arinto • Dr. Ma. Lynne C. Parambita • Dr. Lorna O. De Veyra • Dr. Jenny B. Abalon • Dr. Benhur A. Asid • Dr. Jessica S. Esporlas 	
Level IV Phase 1 Revisit for Programs in College of Arts and Sciences (Bachelor of Arts major in English and Political Science; Bachelor of Sciences major in Chemistry – Physics, Mathematics, Biology; Master of Arts/Master in Public Administration, Doctor of Public Administration)	November 2018	With the accreditors: <ul style="list-style-type: none"> • Dr. Emily Arangote • Dr. Socorro Bohol • Dr. Nancy Galban • Dr. Celedonia Hilario • Dr. Ma. Rhodora Malicdem 	
Fourth Top Management Review	December 5, 2018	The top management review identified various the achievements of the different delivery units of the university both from the teaching and the non-teaching. In this venue, opportunities for improvement were also identified that can enhance the processes and procedures of the quality management system	



CTE and CN Accreditation



In-Service Training



CAS Accreditation



Upgrading of Physical Facilities

Providing a conducive working and learning environment is vital to the operations of the University. In 2018, the University has made big investments on the upgrading of its physical facilities as summarized below.



Construction of ACAS Building
Budget | P95,118,411.13
Status | On-going

Construction of Comfort Rooms & Culinary Arts Building- Medellin Campus
Budget | P1,046,878.88
Status | On-going

Construction of Stockroom-COA Office
Budget | P374,447.79
Status | Completed

Construction of 3 Temporary Classrooms in Medellin Campus
Budget | P847,972.86
Status | On-going



Tiling/ Repainting of Culinary Arts Room
Budget | P47,000.00
Status | Completed

Repainting of ILS, ASAB & CN Bldgs
Budget | P674,349.30
Status | Completed

Exterior Enhancement- Library Bldg
Budget | P5,515,603.79
Status | On-going



Repair and Renovation of the Building - Medellin Campus
Budget | P2,833,360.29
Status | On-going

CTE Extension Faculty Room
Budget | P62,708.00
Status | Completed

Repair of Dilapidated Ceiling- SM Hall
Budget | P118,000.00
Status | Completed

Repair/Adjustment Cistern Tanks
Budget | P390,680.20
Status | Completed

Renovation- Security & NSTP Office
Budget | P281,675.00
Status | On-going

Repair of CN & Adm. Bldg Comfort Rooms
Budget | P880,676.19
Status | On-going

Repair of CN & Adm. Bldg Comfort Rooms
Budget | P880,676.19
Status | On-going

Renovation - CN Storage Room
Budget | P210,000.00
Status | On-going

Repair of Admin Bldg Roofing and Offices
Budget | P3,679,083.58
Status | On-going



Roofing of U-Café Extension
Budget | P289,320.00
Status | Completed

Renovation - General Services
 Office & Lounging Area of
 Maintenance Staff
Budget | P32,037.04
Status | Completed

Electrical Preventive
 Maintenance
Budget | P930,000.00
Status | On-going

Installation of Guardrail- TAC
 Bldg.
Budget | P14,115.00
Status | Completed

Partitioning of Rooms- for
 Offices of Research Institutes-
 6th floor TAC
Budget | P66,436.00
Status | Completed

Replacement of windows at CN
 Bldg
Budget | P458,000.00
Status | Completed

Glass Enclosure - 7th Flr- TAC
Budget | P80,433.00
Status | Completed

Partitioning - VP REP Office
Budget | P79,250.00
Status | Completed

Termite Extermination and
 Preventive Treatment and Pest
 Control Services for Rodents,
 Cockroaches, Insects
Budget | P550,000.00
Status | On-going

Glass Partitioning- 3rd Floor of
 TAC for OSA , Testing Center,
 Planning. QA
Budget | P1,689,032.28
Status | On-going

Financial Resources

Fiscal management is one of the challenges of government agencies. Cebu Normal University has put into place systems and processes that will enable maximum use of the resources that have been allocated for the delivery of its services to various stakeholders. The tables below reflect the budget utilization of the University as part of its Major Final Outputs.

Table 1. Obligations BUR and Disbursement BUR for FY 2017 Vs. FY 2018

General Administration and Support Services		
Performance Indicator	2017	2018
BUR (Ratio of Total Obligations to Total Release)	88%	95%
BUR (Ratio of Total Disbursement to Total Obligations)	73%	96%

The first table shows the increase in the Budget Utilization Rate (Obligations) from 88% in FY 2017 to 95% in FY 2018 and Budget Utilization Rate (Disbursements) from 73% in FY 2017 to 96% in FY 2018. The increase in the utilization of funds in FY 2018 could be attributed to the University's move to observe cash-based budgeting at the start of the fiscal year. Regular budget monitoring by responsibility centers also made a great impact in the utilization of funds. Additional workforce was deployed to the different colleges and units in the university to focus on the financial concerns of each delivery unit.

Table 2. FY 2018 Allotment, Obligations and Disbursements – GAA

2018 GAA Fund Utilization (in '000 pesos)					
Particulars	Released	Obligations	Obligations BUR	Disbursements	Disbursements BUR
PS	186,793	184,138	99%	183,472	100%
MOOE	75,754	65,487	86%	58,612	90%
CO	25,186	24,507	97%	20,699	84%
Total	287,733	274,132	95%	262,783	96%

Table 2 summarizes the allotment received, obligations incurred and disbursements made by expense class for FY 2018. For FY 2018, the national government released a total allotment of P287.7M to fund the various programs and projects of the University. The prudent move of CNU in utilizing the funds released thru the General Appropriations Act (GAA) resulted in the incurrence of obligation in the amount of P274M or 95% of the total released of allotment, 96% of the total obligations were paid. The cost of the supplies, materials, & equipment delivered as of December 31, 2018 were obligated and taken up as Accounts Payable and these represents the remaining 4% unpaid as of December 31, 2018.

Table 3. FY 2018 Allotment, Obligations and Disbursements – Special Trust Fund 164 (Off-Budget Account)

2018 Special Trust Fund- Off Budget Fund Utilization (in '000 pesos)					
Particulars	Released	Obligations	Obligations BUR	Disbursements	Disbursements BUR
PS	19,570	11,637	60%	11,637	100%
MOOE	51,609	29,382	57%	23,982	79%
CO	39,363	13,543	34%	8,171	60%
Total	110,542	54,562	49%	42,890	79%

The utilization of income of CNU for FY 2018 is shown on Table 3. The university has available income from prior years and the current year in the total amount of P110.5M of which 49% or P54.56M was obligated to fund the priority programs and projects of the university. The university paid 79% or P42.89M of the obligations incurred for FY 2018 charged against the University's income. Priority programs of the University not given funding from the national government was given funding under the Special Trust Fund.

Table 4. Summary of Expenditure by Fund source

General Administration and Support Services			
Particulars	GAA	Off Budget	Total
PS	184,138	11,637	195,775
MOOE	65,487	29,382	94,869
CO	24,507	13,543	38,050
Total	274,132	54,562	328,694

Lastly, Table 4 shows that for FY 2018, Cebu Normal University was working on a budget of P328.69M sourced from the GAA in the amount of P274.13M and P54.56M under the Special Trust Fund 164 (STF 164 – Off Budget Fund). The University has used its resources to deliver quality instruction, research and extension services. The administration makes sure that funding is allocated to implement the priority programs and activities and meet the demands of the institution's clients.

Setting Policy Directions

The Administrative Council held ten meetings in 2017 (January 8, February 22, April 27, May 25, June 22, July 27, August 17, September 28, October 10 and November 26) and passed 76 resolutions. Other than key endorsements to the Board of Regents, the Administrative Council has approved the following:

1. Designation of Mr. Diolito A. Cortes and Mr. Eleazar F. Ledamo to man the Complaint Desk of the University and be the Bilis Aksyon Officers-of-the-Day;
2. Use of the document request form for inter-office requests of documents from the Office of the University and Board Secretary;
3. Use of the request slip for the Financial Management Division with the inclusion of the collection of certification fees as previously approved by the Board of Regents;
4. Parallel run of the HRIS for four consecutive payroll periods through the Oraion Software Technologies provided that Oraion Software Technologies will sign the confidentiality agreement for the data privacy;
5. Protocols governing financial transactions for various University activities as presented by Atty. Dominiciana J. Bandala and Atty. Roche O. Torrejos pending the hiring of the ten (10) additional support staff of the decentralized operations of the Finance Division;
6. Use of the commitment form with the inclusion of the provisions for transfer of campuses for students;
7. Policy of compulsory inspection of vehicles coming in and out of the campus provided that proper protocols are observed by the security guards with respect to the privacy of the individual;
8. Protocols on the withdrawal of supplies;
9. Conduct of the CNU Chorale's Tenth Year Anniversary Concert subsidized by the University subject to the submission of the activity proposal and in observance with all procurement, accounting and auditing laws, rules, and regulations stipulated in RA 9184;
10. Protocols for the Alternative mode of Procurement with the inclusion of the suggestions of the Administrative Council;
11. University's Evacuation Plan with the inclusion of

- the suggestions of the Administrative Council;
12. Parameters of the Human Resource Information System effective September 2018;
13. Protocol for Vehicle Operations with the inclusion of the suggestions of the Administrative Council;
14. Office of Quality Assurance Client Feedback Form with the inclusion of the suggestions of the Administrative Council;
15. Use of the Conduct of Meetings Feedback Form for use in the Board Meetings, Administrative Council Meetings, Academic Council Meetings, Monthly Meetings (Colleges, ILS, Research Office, Extension Office, University Research Council, External Campuses, VP Research, Extension and Publication and VP Academic Affairs) and Quarterly Meetings (IGP, Accounting Office, Supply Office, Registrar, Units/Offices and VP Administration) effective January 2019; and
16. Use of the Foreign Travel Form in compliance with government issuances and directives.

The Academic Council met for four times (February 7, July 16, October 1 and December 11) and passed 57 resolutions. Other than key endorsements to the Board of Regents, the Administrative Council has approved the following:

1. Academic policy on the students' leave of absence with consideration to the suggestions of the Academic Council;
2. Academic policy on the submission of grades with consideration to the suggestions of the Academic Council; and
3. Academic policy on faculty attendance in trainings/seminars/ conferences on official business with consideration to the suggestions of the Academic Council.

The Cebu Normal University Board of Regents held five meetings in 2018: First Quarter Meeting-March 8, First Special Meeting- March 27, Second Quarter Meeting-June 6, Third Quarter Meeting-August 23, and Fourth Quarter Meeting-December 10. In totality, the Board passed 126 resolutions. Some of the major decisions made by the Board include the following:

No.	Subject
2	Approved and endorsed the FY 2019 Budget of CNU in the amount of Php492, 071,000.00 to the Commission on Higher Education for submission to the Department of Budget and Management and other concerned agencies.
3	Approved the utilization of Php 206,244,000.00 for the 2018 first and second

No.	Subject
	quarter operations of the University subject to all government procurement, accounting and auditing rules and regulations.
4	Approved the transfer of funds received by the University amounting to P12,185,000.00 under R.A. No. 10964 or the General Appropriations Act of 2018 to the Department of Public Works and Highways for the completion of the Academic Center for Arts and Sciences subject to the provision of a Memorandum of Agreement.
5	Approved the use of income to fund the partitioning and structuring of the 3rd floor of the TAC Building (Php2.5M) for various office subject to all government procurement, accounting and auditing rules and regulations.
7	Approved the proposed academic calendar shift effective August of S.Y. 2018-2019 with the conduct of extensive information dissemination to all stakeholders.
9	Approved the revised curriculum for Bachelor of Science in Nursing effective first semester of SY 2018-2019.
10	Approved the revised curriculum for Bachelor of Elementary Education, Bachelor of Early Childhood Education, Bachelor of Technology and Livelihood Education major in Home Economics, Bachelor of Special Needs Education Major in Teaching Learners with Visual Impairment, Bachelor of Special Needs Education Major in Teaching Learners with Hearing Impairment, Bachelor of Special Needs Education Major in Generalist Special Needs Education, Bachelor of Technical-Vocational Teacher Education major in Food and Service Management, Bachelor of Physical Education, Bachelor of Culture and Arts Education, and Bachelor of Secondary Education with the following majors: English, Filipino, Mathematics, Science, Social Studies, and Values Education effective first semester of SY 2018-2019.
11	Approved the revised curriculum for Bachelor of Science in Biology with the following fields of specialization: Environmental Biology and Zoology, Bachelor of Science in Chemistry with the following tracks: Food Chemistry and Natural Products, Bachelor of Science in Physics with the inclusion of Complex Systems, Bachelor of Science in Mathematics, Bachelor of Science in Psychology and Bachelor of Science in Tourism Management with the following majors: Sustainable Tourism Management

No.	Subject
	and Travel and Hospitality Service Management effective first semester of SY 2018-2019.
12	Approved the revised curriculum for Bachelor of Arts in Communication with the following majors: Online Media, Media and Information Literacy Education, Journalism, Film Media, Integrated Marketing Communication and Press Relations, and Broadcast Journalism, Bachelor of Arts in Public Administration and Bachelor of Arts in Political Science effective first semester of SY 2018-2019.
13	Approved the revised curriculum for Batsilyer ng Sining sa Filipino, Bachelor of Arts in Literature and Bachelor of Arts in English Language with the inclusion of relevant courses for the teaching of Senior of High effective first semester of SY 2018-2019.
14	Approved the University Ethics Review Committee Standard Operating Procedures, Special Guidelines and Ethical Considerations for Specific Research Topics, and proposed Schedule of Fees effective immediately.
15	Approved the proposed policies on authorship of published research articles and its inclusion in the Research Manual with adherence to the Intellectual Property Code of the Philippines, Philippine Technology Transfer Act of 2009 and all other existing laws.
16	Approved the proposed editorial policy revision of the CNU Journal of Higher Education.
31	Approved the replacement of the ceiling of the College of Teacher Education building subject to the inspection of the Commission on Audit.
32	Recommended to Toledo City the opening of the local college which will be supported by CNU through teacher training and human resource development. Resolved further that if the establishment of a local college is not feasible, the University President is authorized to conduct further study on the feasibility of a CNU-Toledo City Campus provided that the local government will donate the lot and building for the aforementioned campus.
35	Approved the newly-designated University Officials from June 1, 2018 to May 31, 2019 as follows: Vice-President for Academic Affairs- Dr. Daisy R. Palompon, Vice-President for Administration- Atty. Dominician J. Bandala,

No.	Subject
	Vice-President for Research, Extension and Publication-Dr. Angeline M. Pogoy, PA for Alumni Affairs-Dr. Glen M. Pesole, PA for Quality Assurance- Ms. Ma. Mayla Imelda M. Lapa, PA for Planning and Development- Dr. Floriza N. Laplap, PA for Disaster Risk Reduction- Mr. Eric A. Remoroza, Dean of the College of Teacher Education- Dr. Ethel L. Abao, Dean of the College of Arts and Sciences- Dr. Milagros M. Greif, Dean of the College of Nursing- Dr. Jezyl C. Cutamora, Dean of Student Affairs- Ms. Gwendelina A. Villarante, Supervisor of the Integrated Laboratory School- Mr. Renan O. Elcullada, Campus Director of Medellin Campus- Dr. Joseph Sol T. Galleon, Campus Director of Balamban Campus- Dr. Levi T. Atibula, Director for Research- Dr. Laurence L. Garcia, Director for External Affairs and International Linkages- Ms. Naila Y. Beltran, Director for Income Generating Projects- Ms. Marili B. Cardillo, Director for Testing and Evaluation- Ms. Meshel B. Balijon, Head Librarian- Ms. Ma. Divine D. Torrejos, Chief Security Officer-Mr. Martin C. Sentina, Public Information Officer- Dr. Eva Marie P. Gacasan, Executive Assistant-Dr. Michelle Mae J. Olvido, Director for Pangrehiyong Sentrong Wikang Filipino-Dr. Romeo S. Macan, Director for National Service Training Program- Mr. Romualdo B. Generalao, Chair for Gender and Development- Mr. Jake Cañeda, Chair for Learning and Development- Mrs. Catalina M. Canasa, Coordinator for Student Welfare and Development- Ms. Mary Lou C. Go Puco, Museum Curator- Mr. Gerome L. Lasala, Data Protection Officer- Mr. Omar B. Roma, Chair of the Ethics Review Board- Dr. Emmanuel V. Hernani and Research Institute Directors for Research Institute for Tropical Biology and Pharmacological Biotechnology- Dr. Jay P. Picardal, Research Institute in Computational Mathematics and Physics- Dr. Roberto B. Corcino, Research Institute for Aging and Health- Dr. Laurence L. Garcia, Institute for Research in Innovative Instructional Delivery- Dr. Reynaldo B. Inocian and Research Institute of Public Governance- Dr. Gary B. Lapiz.
36	Approved the adoption of the revised admission policies of the University.
40	Approved the conduct of the Early Childhood Teacher Education Program 6 in coordination with the Early Childhood Education Council including the eighteen units to be credited in the Master of Arts in Early Childhood Education.
41	Approved the project proposal submitted

No.	Subject
	by the Research Institute for Computational Mathematics and Physics to the Commission on Higher Education for research grant application.
42	Approved the Memorandum of Agreement between CNU and the National Commission for Culture and the Arts and its conduit Barasoain Kalinangan Foundation, Inc. (BKFI) to implement the Graduate Diploma in Cultural Education- Level 2 and to authorize the University President to sign, execute, and deliver the said MOA on behalf of Cebu Normal University.
44	Approved by referendum the project proposal entitled, "Addressing Vulnerability of Older Adult Population in Central Visayas: Development of a Culture-Based Community Support Model of Care for Elderly for the CHED Institutional Grant.
47	Approved the projects charged to income which include the Library Modernization Project (Exterior) in the amount of five million seven hundred thirty thousand two hundred ninety-one pesos and fifty-four cents (Php5,730,291.54) and the completion of the Culinary Arts Facility in the amount of two million nine hundred twenty-six thousand eight hundred forty-eight pesos and sixty-two cents (Php 2, 926, 848.62) subject to procurement, accounting and auditing laws, rules, and regulations stipulated in RA 9184 and inclusion in the 2018 Annual Procurement Plan and Program of Receipts and Expenditures.
48	Approved the projects charged to congressional insertion to the University's budget as part of its GAA to include the construction and repair of the buildings in the CNU Medellin Campus (Php4,245,742.71) and Balamban Campus (Php748,560.08), CCTV Upgrading of the University (Php1,999,468.80), Audio-Visual Facility Upgrading (Php998,725.00) of the Tandang Sora Hall, and the Upgrading of the Research Institute Offices (Php2,00,200.00) subject to procurement, accounting and auditing laws, rules, and regulations stipulated in RA 9184 and inclusion in the 2018 Annual Procurement Plan and Program of Receipts and Expenditures.
49	Approved the tuition fee benefit given to the children of regular employees from Kindergarten to Junior High School for a maximum of three children following the scheme: 100% for first child enrolled, 75% for the second child enrolled and 50%

No.	Subject
	for the third child enrolled effective SY 2018-2019. Resolved further, that the said benefit should be included in the Collective Negotiations Agreement of the employees.
51	Approved the Memorandum of Understanding with Asia University (Japan), Chiang Mai University (Thailand), Dongseo University (South Korea), University of Texas Health Science Center (San Antonio, Texas), Tunghai University (Taiwan), Zhejiang University (China) and China Jiangsu Overseas Education Service Center and authorize the University President to sign, execute, and deliver the said MOUs on behalf of Cebu Normal University.
52	Approved the Memorandum of Agreement between Cebu Normal University and the Department of Science and Technology on the STARBOOKS Project and authorize the University President to sign, execute and deliver the said MOA on behalf of Cebu Normal University.
53	Approved the invitation of Tokushima University - Institute for the Advancement of Technological Competency as Caring for Cebu Normal University to be a co-host of the Second International Seminar and Workshop on Technological Competency as Caring in Health Sciences on August 17-19, 2018 at Tokushima University. Resolved further, that the University request for a discounted rate for the participants it will send to the Seminar-Workshop.
54	Approved the collapse of twelve (12) higher teaching positions for the creation of eleven (11) Instructor I items and the use of the excess funds for the upgrading/reclassification of fifty-five (55) non-teaching staff and endorse the same to the Department of Budget and Management for consideration.
58	Approved the University Manual for Extension Services and International Linkages.
70	Approved and endorsed the CNU 2017 Annual Report and directing the University President to submit the same to the Senate, House of Representatives and the Commission on Higher Education.
71	Approved the 2019 Annual Procurement Plan with a budget of Php 87,378,786.30.
72	Approved the 2019 Program of Receipts and Expenditures (PRE) and endorse the same to the Commission on Higher Education and the Department of Budget and Management.
73	Approved the utilization of Php189,980,000.00 for the 2018 third and

No.	Subject
	fourth quarter operations of the university out of the total accumulated funds of the university available for utilization in the third and third fourth of 2018 in the amount of Php189,980,000.00 subject to all government procurement, accounting and auditing rules and regulations.
77	Approved the inclusion of Masining na Pagpapahayag, Literatures of the Philippines and Literatures of the World in the curriculum of the following degree programs in the College of Teacher Education as applicable: Bachelor of Elementary Education, Bachelor of Early Childhood Education, Bachelor of Technology and Livelihood Education major in Home Economics, Bachelor of Special Needs Education Major in Teaching Learners with Visual Impairment, Bachelor of Special Needs Education Major in Teaching Learners with Hearing Impairment, Bachelor of Special Needs Education Major in Generalist Special Needs Education, Bachelor of Technical-Vocational Teacher Education major in Food and Service Management, Bachelor of Physical Education, Bachelor of Culture and Arts Education, and Bachelor of Secondary Education with the following majors: English, Filipino, Mathematics, Science, Social Studies, and Values Education effective first semester of SY 2018-2019 in compliance with CMO No. 4, s. 2018 subject to the review of the distribution of subjects to create a balanced and more equitable arrangement of courses for the students with due consideration to students' skills development and pre-requisite courses.
78	Approved the inclusion of Masining na Pagpapahayag, Literatures of the Philippines and Literatures of the World in the curriculum of the following degree programs in the College of Arts and Sciences as applicable: Bachelor of Arts in English Language and Bachelor of Arts in Literature, Bachelor of Arts in Communication with the following majors: Online Media, Media and Information Literacy Education, Journalism, Film Media, Integrated Marketing Communication and Press Relations, and Broadcast Journalism, and Batsilyer ng Sining sa Filipino effective first semester of SY 2018-2019 in compliance with CMO No. 4, s. 2018 subject to the review of the distribution of subjects to create a balanced and more equitable arrangement of courses for the students with due consideration

No.	Subject
	to students' skills development and pre-requisite courses.
79	Approved the inclusion of BPEd 112-Team Sports for Bachelor of Physical Education in compliance with CMO No. 80, s. 2017 and VED 22- Contemporary Family Life for Bachelor of Secondary Education major in Values Education in compliance with CMO No. 75, s. 2017 effective SY 2018-2019 subject to the review of the distribution of subjects to create a balanced and more equitable arrangement of courses for the students with due consideration to students' skills development and pre-requisite courses.
80	Approved the inclusion of SNEd V3- Braille Reading and Writing, SNEd V6- Field Experiences in Teaching Learners with Visual Impairment, SNEd H2- Sign Language, and SNEd H6- Field Experiences in Teaching Deaf and Hard of Hearing Learners for Bachelor of Special Needs Education major in Generalist Special Needs Education effective SY 2018-2019 subject to the review of the distribution of subjects to create a balanced and more equitable arrangement of courses for the students with due consideration to students' skills development and pre-requisite courses.
81	Approved the revisions to the curriculum for Bachelor of Science in Tourism Management effective first semester of SY 2018-2019 to include the following: (1) change of 'Major in Travel and Hospitality Service Management' to 'Major in Travel and Hospitality Services Management'; (2) change of sequence of subjects from offering Micro Perspective of Tourism and Hospitality before Macro Perspective of Tourism and Hospitality to offering Macro Perspective of Tourism and Hospitality first before Micro Perspective of Tourism and Hospitality, and (3) focus on Swimming for PE 1 and Aqua Activities for PE 2 per PSGs of CMO No. 62, s. 2017 in answer to the needs of major subjects such as Prof Elect5- Cruise Tourism and Elect Maj5- Medical and Wellness Tourism subject to the review of the distribution of subjects to create a balanced and more equitable arrangement of courses for the students with due consideration to students' skills development and pre-requisite courses.
82	Approved the conduct of the Competency Enhancement of Accelerated Teacher Education Program Completers Towards Licensure Examination under the Madrasah Education Program and authorize the

No.	Subject
	University President to sign, execute, and deliver the contract on behalf of Cebu Normal University.
83	Approved the policies of the Research Institutes subject to the review of the organizational structure by the University Research Council based on the suggestions of the Board of Regents.
85	Approved the following extension projects, namely: Computer Literacy Using New Technologies, Business Office Assistant Skills Training Program, Parenting: The E-HELP Model, Friend Ko, Teacher Ko: A Peer Tutoring Program, Math for Senior High School, Dengue Awareness and Mosquito Control, Paglimpyu ku, Kahimsug mo and Enhanced Oral and Written Communication for implementation from August-December 2018 and endorsement for applications to external funding.
87	Approved the Memorandum of Understanding between Cebu Normal University and Cebu Province on scholarship grants and authorize the University President to sign, execute and deliver the said MOU on behalf of Cebu Normal University.
88	Approved the Memorandum of Agreement between Cebu Normal University and the DU30 Cabinet Spouses Association for scholarship grants to deserving students and authorize the University President to sign, execute and deliver the said MOU on behalf of Cebu Normal University.
89	Approved the Revised University Parking Policies including the collection of penalty fees at Php 500.00 for four-wheel vehicles and Php 200.00 for two-wheel vehicles for overnight parking from 10:00 PM to 5:00 AM in all campuses with exemptions for those with official travel and during university activities.
90	Approved the invitation of Don Bosco Technical College-Cebu, Inc. and allow Dr. Filomena T. Dayagbil to be part of the Board of Trustees for the Academic Year 2018-2019.
91	Approved the designation of the new members of the Bids and Awards Committee: Chair - Atty. Dominician J. Bandala, Vice-Chair - Dr. Rodin M. Paspasan, Members - Mrs. Charlotte B. Rosales, Dr. Helen B. Boholano, Dr. Emiliano Ian B. Suson II and Dr. Angeline M. Pogoy effective immediately.
92	Approved the addendum of "not to exceed one thousand pesos" in the provision of paying a fine of twenty-pesos per day for

No.	Subject
	late enrolment under the protocol for late enrolment subject to review if there is strong opposition to its implementation.
93	Approved the study leave with pay for one (1) year from January 2, 2019 to December 31, 2019 of Mrs. Lelani C. Dapat subject to the required return service requirement as stated in the University Code Revised 2018 and the completion of her degree in Doctor of Education as evidenced by the submission of her Transcript of Records.
99	Approved the construction of six units of temporary classrooms in CNU- Medellin Campus in the amount of eight hundred eighty-seven thousand five hundred fourteen pesos and seven cents (Php 887,514.07) charged to GAA and IGP Funds subject to procurement, accounting and auditing laws, rules, and regulations stipulated in RA 9184 and inclusion in the 2018 Annual Procurement Plan and Program of Works and Expenditures.
100	Approved the modification of CNU BOR Res. No. 49, s. 2018 on the tuition fee benefit given to the children of "permanent employees" from Kindergarten to Junior High School for a maximum of three children following the scheme: 100% for first child enrolled, 75% for the second child enrolled and 50% for the third child enrolled effective SY 2018-2019 and to include the said benefit in the Collective Negotiations Agreement of the employees.
101	Approved the of Agreement between Cebu Normal University and Philippine Normal University on the conduct and implementation of the National Training Program for Non-Education Degree Holders (DOST Scholars) and authorize the University President to sign, execute and deliver the said MOA on behalf of Cebu Normal University.
103	Approved the priority programs and projects (PAPs) for the updating of the 2017-2022 SUCs Public Investment Program (PIP) and formulation of the FY 2020 Three-Year Rolling Infrastructure Program (TRIP) as input to the FY 2020 budget preparation to include the following: Academic Center for Arts and Sciences (ACAS) Facilities Development Program - Php 226,000,000.00, CNU Balamban Campus Development Program- Php 12,000,000.00, CNU Medellin Campus Development Program- Php 12,000,000.00, CNU Toledo Campus Development Program- Php 8,000,000.00,

No.	Subject
	and the CTE Learning Commons Project- Php 5,000,000.00.
104	Approved the Collective Negotiation Agreement (CNA) of the Faculty Association, Inc. (FAI) effective immediately.
108	Approved the Memorandum of Agreement (MOA) and Memorandum of Understanding (MOU) between Cebu Normal University and the Department of Science and Technology - Science Education Institute for the implementation of the Capacity Building Program in Science and Mathematics Education (CBPSME) and the inclusion of CNU in the National Consortium in graduate Science and Mathematics Education and authorize the University President to sign, execute and deliver, the said MOA and MOU on behalf of Cebu Normal University.
114	Approved the revised policies for reimbursement of publication fees and the policy for the reimbursement of the publication costs for patenting, utility model and copyright with the inclusion of the limitation of the reimbursement of the publication costs in non-indexed journals not to exceed forty thousand pesos (Php 40,000.00).
115	Approved the granting of FY 2018 Collective Negotiation Agreement (CNA) incentive to all CNU employees and officials subject to the availability of unencumbered MOOE funds from the University's general funds at the end of the year that has been realized because of cost-cutting measures and efficient operations pursuant to the latest applicable rules and regulations from the Department of Budget and Management (DBM) subject to government accounting and auditing rules and regulations.
116	Approved the Memorandum of Agreement governing the granting of the Dr. Tan Nursing Scholarship and authorize the University President to sign, execute and deliver the said MOA on behalf of Cebu Normal University.
119	Approved the Revised Student Manual.
120	Approved the Quality Assurance Operations Manual.
121	Approved the Revised Library Manual.
122	Approved the Public Information Office Operations Manual.

Academic and Administrative Units



Alone, we can do so little; Together,
we can do so much.”



- Hellen Keller



ADMINISTRATIVE COUNCIL



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**INCOME GENERATING
PROJECT OFFICE**



LIBRARY



RECORDS OFFICE



MEDICAL AND DENTAL SERVICES



SECURITY OFFICE

ACKNOWLEDGEMENT

Our gratitude to the different administrative and academic offices that provided data for this report.

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