

2025

ANNUAL REPORT

CEBU NORMAL UNIVERSITY



VISION

By 2027, CNU a Globally Recognized Institution as Agile
and Technologically-Proofed SMART
(GREAT SMART CAMPUS)

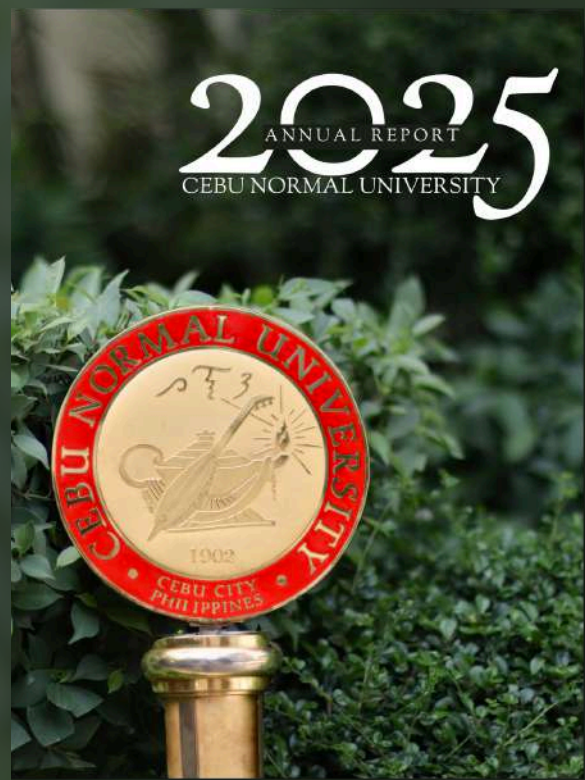
MISSION

Developing graduates equipped with world-class competences and imbued with positive values for them to be future-proof ready and become great leaders, professionals and stewards in their chosen vocation and of the society amidst destructive, volatile, uncertain, complex, ambiguous and divergent (DVUCAD) conditions

(per Memorandum Circular No. 30, series of 2023,
issued on November 13, 2023)

ABOUT THE COVER

2025 has been a tale of endless challenges for CNU, yet growth continues. The University Mace set against the evergreen vegetation epitomizes the University's unwavering pursuit for excellence and progress amidst all circumstances.





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GOOD GOVERNANCE

remains at the heart of Cebu Normal University's pursuit of excellence. Guided by collaborative leadership, strategic policymaking, and strict adherence to institutional standards, the University reached significant milestones in 2025: strengthening its agility, ensuring compliance, and enhancing its responsiveness to the evolving needs of the academic community and society at large.

The year marked a defining chapter in the University's governance agenda. Two external campuses—the Cebu Normal University (CNU) Medellin Campus and the CNU Balamban Campus—were formally recognized as regular campuses following the enactment of laws granting them independent status. The institutionalization of CNU external campuses as regular campuses was established through Republic Act No. 12284 (The CNU-Medellin Campus Act), and Republic Act No. 12285 (The CNU-Balamban Act). These landmark measures underscore the University's sustained commitment to educational expansion and to broadening access to quality education.

Beyond structural growth, the University also earned institutional commendations for its strong performance in local and international rankings, particularly in research and sustainability initiatives.

Further strengthening its impact, Cebu Normal University forged strategic partnerships with higher educational institutions, government agencies, and non-governmental organizations nationwide. These collaborations advanced its programs in extension, research, and production, reinforcing the University's role as an active partner in community empowerment and national development.

A. SETTING POLICY DIRECTIONS

Through the collective support and shared commitment of the Cebu Normal University Board of Regents in advancing university-wide initiatives, the university successfully approved more than 200 Board Resolutions in 2025.

These resolutions encompassed both academic and non-academic endeavors, including extension services, local and international partnerships, cash incentives for graduates, institutional development programs, and other relevant matters deemed beneficial to the university community.

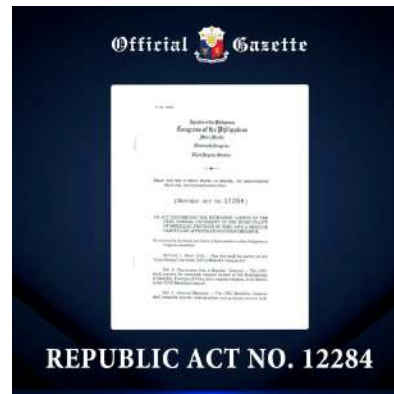
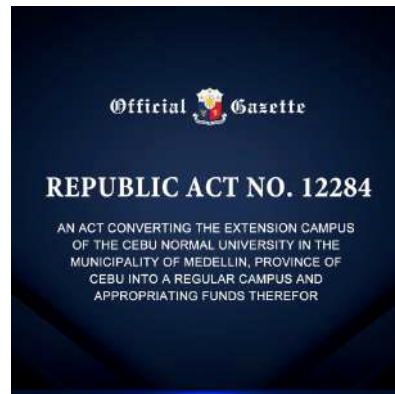
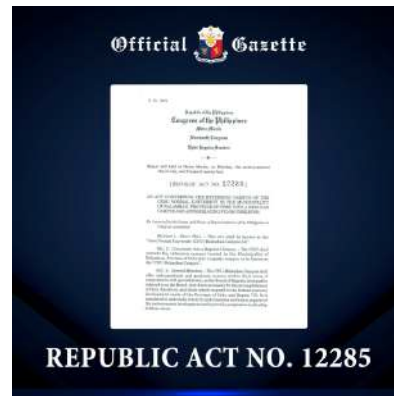
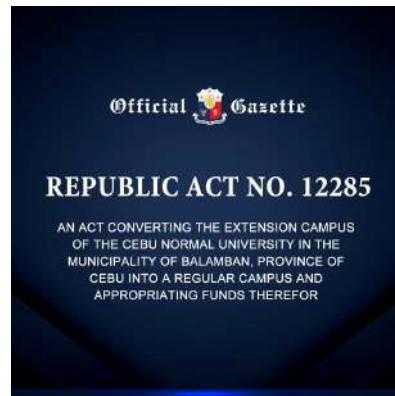
Of the total resolutions, 25 covered Memorandum of Agreements (MOAs), Memorandum of Understandings, (MOUs), non-disclosure agreements, and deeds of donation; 20 involved procurement, expenditures, awards, and contracts; 41 addressed graduation, academic matters, and study leave; and 36 focused on human resources, contracts, and TORs. The remaining 100 resolutions pertained to institutional operations. These actions underscore the Board’s sustained support for academic excellence, administrative efficiency, and overall institutional development.

RESOLUTIONS

MOA, MOU, Non-Disclosure, Deed of Donation	Procurement, Expenditures, Awards and Contracts	Graduation, Academics, and Study Leave	Human Resources, Contracts, and TORs	Institutional Operations
25	20	41	36	100



Scan QR Code to access the full list of 2025 Board Resolutions



After 17 and 20 years of operation, respectively, Cebu Normal University's Medellin and Balamban campuses have been officially declared regular campuses following the enactment of Republic Acts 12284 and 12285.

Republic Act 12284, or the CNU-Medellin Campus Act, and Republic Act 12285, or the CNU-Balamban Campus Act, formalize the university's expansion in northern and western Cebu.

The legislative process began during the 19th Congress, when outgoing Cebu 4th District Representative Janice Salimbangon filed House Bill No. 10408 (CNU-Medellin) and outgoing Cebu 3rd District Representative Pablo John Garcia filed House Bill No. 10619 (CNU-Balamban). Both measures were approved by the House of Representatives and subsequently passed on third and final reading by the Senate. The initiatives were supported by Senator Alan Peter Cayetano, Chair of the Senate Committee on Higher, Technical, and Vocational Education, along with other legislators and education advocates, leading to their enactment into law as Republic Acts 12284 and 12285.

With their enactment, both campuses are now entitled to separate budget line items under the General Appropriations Act (GAA), allowing them to receive direct national government funding through DBM and CHED endorsement. This ensures more stable and predictable resources for infrastructure development, faculty hiring, scholarships, and campus operations, reducing dependence on the main campus.

The conversion of the CNU Balamban and Medellin campuses into regular campuses is expected to strengthen the delivery of higher education, research, and community engagement initiatives, in line with the university's mission of service and excellence.

B. FINANCIAL RESOURCES

Cebu Normal University's financial capacity in Fiscal Year 2025 reflects not only the scale of its resources but, more importantly, its strong absorptive capacity, the ability to efficiently translate allocated budgets and generated funds into programs, projects, and public services within prescribed timelines. As defined by the Department of Budget and Management, absorptive capacity is measured through the utilization rates, indicating how effectively agencies obligate and disburse available allotments.

For Fiscal Year 2025, the University managed a total funding envelope of P 792,632,000 sourced from various funds, broken down as follows:

Table 1: **Fund Sources**

Fund Sources	Allotment Released
Agency Specific (GAA Current)	534,544
Continuing Appropriations (GAA 2024)	37,238
Automatic Appropriations (RLIP)	33,519
Special Purpose Funds	40,348
Internally Generated Funds (STF)	146,983
Total	792,632

These resources supported the University's core mandates in instruction, research, extension, and institutional support.

FINANCIAL PERFORMANCE 2025

The financial performance data, as presented in Figures 1-3 covering available allotments, actual obligations, and disbursements, demonstrate the University's consistent effort to align fiscal planning with timely execution.

Figure 1: **Allotment, Actual Obligation and Actual Disbursements – GAA Current (in thousand pesos)**

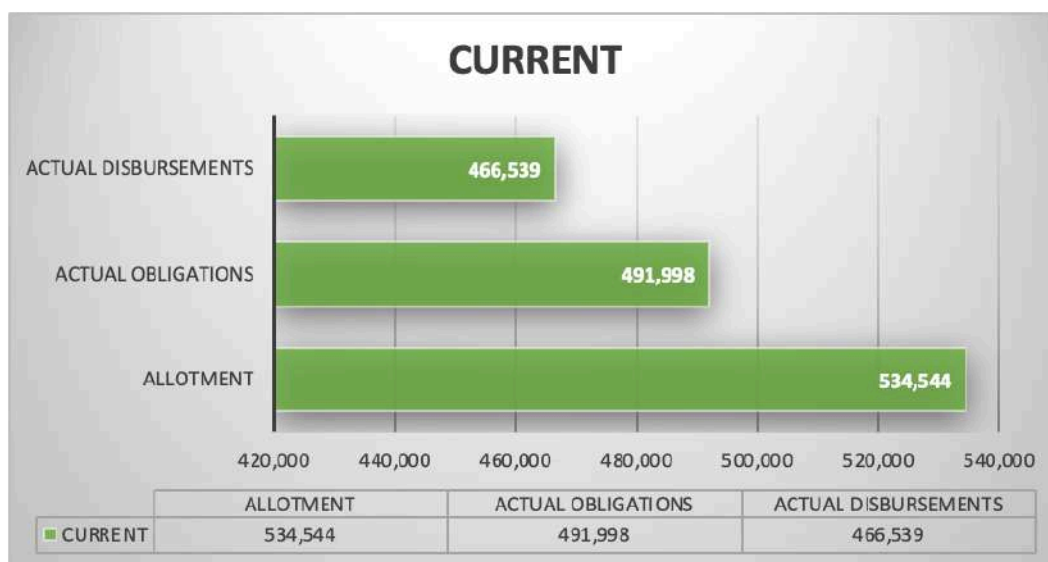


Figure 2 : **Allotment, Actual Obligation and Actual Disbursements – GAA Continuing (in thousand pesos)**

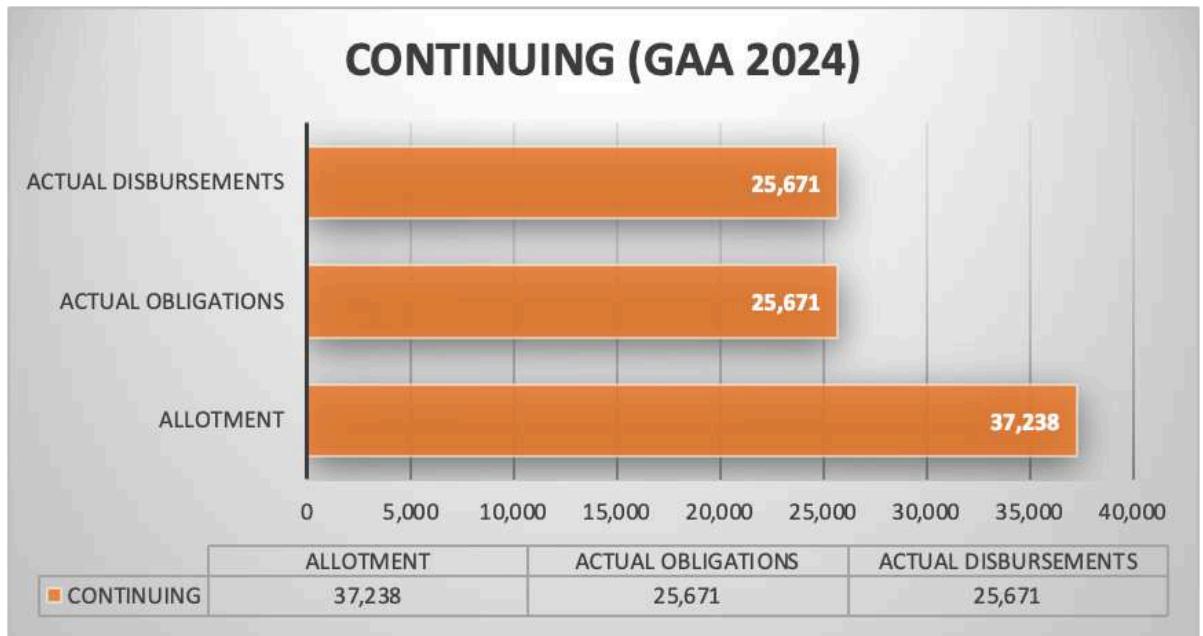


Figure 3: **Allotment, Actual Obligation, and Actual Disbursements– Internally Generated Funds (IGF) (in thousand pesos)**

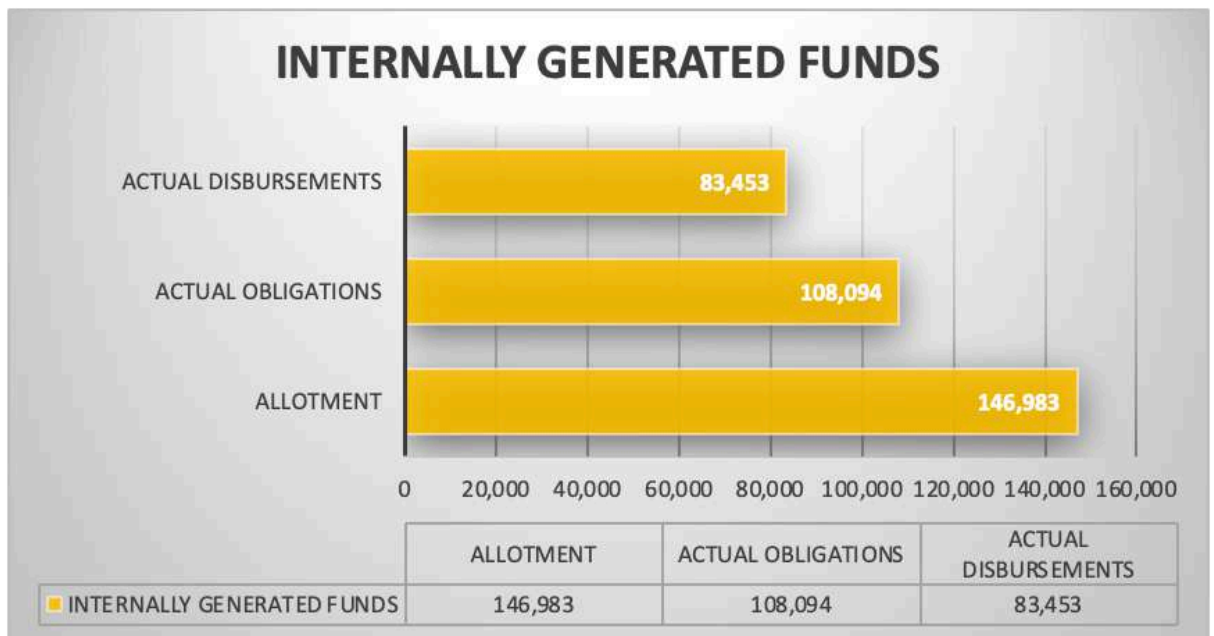


Table 2: **Budget Utilization Rates per Fund (Actual vs. Targets/Planned)**

FUND SOURCE	OBLIGATIONS BUR	OBLIGATIONS VS. BED 1	DISBURSEMENT BUR	DISBURSEMENT VS BED 3
AGENCY SPECIFIC CURRENT	92.04%	91.36%	94.83%	83.14%
CONTINUING	68.94%	68.94%	100%	68.94%
IGF	73.54%	-	77.20%	-

A more detailed breakdown of utilization rates by Major Final Outputs (MFOs) is presented in Table 3 below.

Across fund sources, utilization rates remained within satisfactory levels, signaling disciplined budget management and responsive financial governance. While most MFOs performed strongly, Support to Operations and Technical Advisory Services (MFO4) registered a satisfactory rating due to procurement issues and natural calamities that postponed major technical advisory services programs.

Table 3: **Utilization Rate by MFO**

GAA 2025 CURRENT (Breakdown by Allotment Class and PAPs)												
PAPs	ALLOTMENT				OBLIGATIONS				UTILIZATION RATES			
	PS	MOOE	CO	TOTAL	PS	MOOE	CO	TOTAL	PS	MOOE	CO	TOTAL
GASS	135596	29957	10000	175553	133804	26315	0	160119	98.68%	87.84%	0.00%	91.21%
STO	5862	5367	0	11229	5821	2441	0	8262	99.30%	45.48%	0.00%	73.58%
MFO1	217484	72824	27500	317808	217428	64215	13525	295168	99.97%	88.18%	49.18%	92.88%
MFO2	23287	794	0	24081	23107	447	0	23554	99.23%	56.30%	0.00%	97.81%
MFO3	1268	3831	0	5099	1268	3156	0	4424	100.00%	82.38%	0.00%	86.76%
MFO4	0	775	0	775	0	470	0	470	0.00%	60.65%	0.00%	60.65%
TOTAL	383497	113548	37500	534545	381428	97044	13525	491997	99.46%	85.47%	36.07%	92.04%

Despite these external constraints, overall financial and physical performance indicators placed the University in the Very Satisfactory category for FY 2025.

Taken together, these figures underscore CNU's financial stewardship, ensuring that public funds and internally generated resources are prudently managed, strategically deployed, and effectively converted into measurable institutional outcomes.

C. QUALITY ASSURANCE INITIATIVES

In December 2025, Cebu Normal University (CNU) demonstrated a strong commitment to regulatory excellence by achieving a high level of compliance with the Commission on Higher Education (CHED) standards, as evidenced by the issuance of Certificates of Program Compliance (COPC) for the majority of its academic offerings.

All undergraduate programs at the Main Campus have successfully secured COPC, signifying full adherence to CHED policies and quality benchmarks.

In graduate education, 41 programs have already been granted COPC, while two newly developed programs are currently undergoing CHED evaluation and site visitation in preparation for their formal implementation.

CNU's external campuses likewise maintained full compliance in their undergraduate offerings. All five (5) programs at the Balamban Campus and all three (3) programs at the Medellin Campus have been duly issued COPC, reflecting consistent quality standards across the University's satellite units.

Overall, of the University's 72 academic programs, 70 programs or 97 percent have been granted COPC, with the remaining 3 percent currently in the evaluation phase.

This remarkable compliance rate underscores CNU's strong alignment with national quality assurance standards and its proactive stance in ensuring that all programs meet regulatory requirements prior to delivery.

The University's COPC compliance affirms its institutional commitment to quality assurance, academic integrity, and continuous improvement. It reflects CNU's resolve to offer programs that are relevant, responsive, and aligned with stakeholder expectations anchored in excellence, accountability, and sustained institutional growth.

PROGRAM COMPLIANCE

CAMPUS		With COPC	Applied for COPC, for CHED visit	Total	Percentage	
					With COPC	Applied for COPC, for CHED visit
MAIN	Undergraduate Program	21	0	21	100%	0%
	Graduate Program	41	2	43	95%	5%
BALAMBAN	Undergraduate Program	5	0	5	100%	0%
	Graduate Program	N/A	N/A	N/A	N/A	N/A
MEDELLIN	Undergraduate Program	3	0	3	100%	0%
	Graduate Program	N/A	N/A	N/A	N/A	
TOTAL		70	2	72		
PERCENTAGE		97%	3%	100%		

EXTERNAL CAMPUS	With COPC	Without COPC	Total	Percentage	
				With COPC	Without COPC
BALAMBAN CAMPUS					
Undergraduate Program	5	0	5	100%	0%
MEDELLIN CAMPUS					
Undergraduate Program	3	0	3	100%	0%

MAIN CAMPUS	With COPC	Applied for COPC, for CHED visit	Total	Percentage	
				With COPC	Applied for COPC, for CHED visit
COLLEGE OF TEACHER EDUCATION (CTE)					
Undergraduate Program	6	0	6	100%	0%
Graduate Program	18	0	18	100%	0%
COLLEGE OF SPECIAL NEEDS, EARLY CHILDHOOD EDUCATION AND LIFELONG LEARNING (CSNECELL)					
Undergraduate Program	2	0	2	100%	0%
Graduate Program	6	0	6	100%	0%
COLLEGE OF NURSING AND ALLIED HEALTH AND SCIENCES (CNAHS)					
Undergraduate Program	1	0	1	100%	0%
Graduate Program	4	0	4	100%	0%
COLLEGE OF CULTURE, ARTS, AND SPORTS (CCAS)					
Undergraduate Program	4	0	4	100%	0%
Graduate Program	4	2	6	67%	33%
COLLEGE OF PUBLIC GOVERNANCE SAFETY, AND SUSTAINABILITY (CPGSS)					
Undergraduate Program	3	0	3	100%	0%
Graduate Program	5	0	5	100%	0%
COLLEGE OF TOURISM, HOSPITALITY, AND HOTEL MANAGEMENT (CTHHM)					
Undergraduate Program	1	0	1	100%	0%
Graduate Program					
COLLEGE OF COMPUTING, ARTIFICIAL INTELLIGENCE, AND SCIECES (CCAIS)					
Undergraduate Program	4	0	4	100%	0%
Graduate Program	3	0	3	100%	0%
COLLEGE OF MEDICINE (COM)					
Graduate Program	1	0	1	100%	0%

Legal Education Board (LEB) - Certificate of Government Permit

COLLEGE OF LAW (COL)

Juris Doctor - 4-year curriculum	Level 1
Juris Doctor - 5-year curriculum	Level 1
Master in Legal Studies-Juris Doctor 5-year curriculum	Level 1

QUALITY ASSURANCE INITIATIVES

Cebu Normal University (CNU) continues to uphold a strong culture of quality and continuous improvement through its comprehensive Quality Assurance (QA) initiatives. Guided by national policies and informed by international benchmarks, the University ensures that its academic and administrative systems consistently reflect efficiency, accountability, and excellence.

At the core of these efforts is CNU's adherence to International Organization for Standardization (ISO) frameworks, complemented by institutional accreditation processes and regular Quality Management System (QMS) surveillance audits.

These mechanisms enable the University to systematically assess, refine, and strengthen its operations, ensuring sustained compliance with global standards while fostering a results-oriented and client-centered institutional environment.

The QA system likewise plays a critical role in monitoring the alignment of academic programs with the requirements of the Commission on Higher Education (CHED). Through rigorous internal review and coordination, the University ensures that all programs secure and maintain Certificates of Program Compliance (COPC), affirming their adherence to prescribed quality standards and responsiveness to evolving educational needs.

Beyond regulatory compliance, CNU's QA initiatives promote the harmonization of systems, policies, and procedures across colleges and administrative units. This integrated approach enhances operational efficiency, strengthens service delivery, and reinforces a culture of evidence-based decision-making. By prioritizing the needs of both internal and external stakeholders, the University sustains transparent, responsive, and forward-looking practices that advance its mission of delivering quality education and meaningful public service.



University-wide ISO Seminar-Workshop on Risk Assessment at Quality Assurance Office, Main Campus | November 22, 2025

ISO Accreditation Readiness in Cebu City
November 20, 2025





Annual Stakeholders' Forum at the Idea and Knowledge Center (IKC) | June 10, 2025

7S in Action: CNU Kicks Off Good Housekeeping for a SMARTER Campus at the Tandang Sora Hall April 30, 2025



International Organization for Standardization (ISO) 9001:2015 at Tandang Sora Hall | February 28, 2025

Two-day International Organization for Standardization (ISO) quality management systems (QMS) surveillance at Tandang Sora Hall February 27, 2025



Workshop on Institutional Accreditation at Tandang Sora Hall | January 22, 2025

OTHER QUALITY ASSURANCE INITIATIVES

EVENT	DATE AND VENUE	OUTCOME
CNU 1st Internal Institutional Accreditation	September 15-22, 2025	The 1st Internal Institutional Accreditation was a university-wide self-evaluation assessing governance, operations, and academic programs in line with AACUP standards.
Ease of Doing Business Month	May 2025 CNU Main, Balamban, and Medellin	The Ease of Doing Business Month in May 2025 involved awareness campaigns and process reviews to integrate RA 11032 principles into frontline services.
Client Satisfaction Measurement (CSM) Report to ARTA	April 10, 2025 Online	The annual CSM Report was submitted to ARTA, presenting consolidated public feedback and service quality ratings to assess frontline service efficiency and responsiveness.
Citizen's Charter Submission to ARTA	March 29, 2025 Online	The updated Citizen's Charter was submitted to ARTA, ensuring compliance with the Ease of Doing Business Law (RA 11032) through streamlined service standards, requirements, and processing times.
Management Review	February 7, 2025 Tandang Sora Hall	Top Management convened the Management Review to assess the effectiveness and alignment of the QMS with ISO 9001:2015 standards.
Internal Audit Closing Meeting	February 5, 2025 Tandang Sora Hall	The IQA Closing Meeting concluded the ISO 9001:2015 internal audit cycle, led by Dr. Alberto Felisilda Jr. and attended by key university officials.

D. EXTERNAL AFFAIRS AND LINKAGES

The Office of External Affairs and Partnerships (OEAP) further strengthened Cebu Normal University's external linkages in 2025 by expanding strategic collaborations with local, national, and international partners. These partnerships reinforced the University's core functions in instruction, research, extension, and institutional development.

Throughout the year, the office facilitated more than 60 active and ongoing engagements with government agencies, local government units, state universities and colleges, private institutions, industry partners, and international universities.

The collaborations spanned key priority areas, including student internships and clinical training, faculty and academic exchange programs, community-based extension initiatives, joint research projects and data-sharing agreements, and psychosocial support services.

OEAP likewise supported initiatives in psychological testing services, National Service Training Program (NSTP) implementation, cultural and Indigenous Peoples' programs, and industry-based training, further advancing the University's commitment to holistic education and meaningful public service.

Overall, OEAP's accomplishments in 2025 reflect a dynamic and expanding network of partnerships that continue to elevate CNU's pursuit of academic excellence, community engagement, and global collaboration.

Office of the External Affairs and Partnerships LIST OF PARTNERS

PARTNERS WITH MOU	Nature of Collaboration and Office Concern
54. MOU between Department of Science and Technology Regional Office No. VII, Local Government Unit of Alegria, Cebu and Cebu Normal University	Innovation, Science and Technology for Accelerating Regional Technology-based Development (iSTART) ProgramRPICE
55. MOU between Sagip Wika, Inc. and Cebu Normal University	CCAS, CTE
56. MOU between Department of Social Welfare and Development and Cebu Normal University	TARA BASA PROGRAMCTE, CNECELL, CCAS, CPGSS

EXTERNAL AFFAIRS AND PARTNERSHIPS



CNU, Argao ink pact for CNU Argao Campus
January 11, 2025

Cebu Normal University (CNU) Research Institute of Tropical Biology and Pharmacological Biotechnology welcomed project partners and collaborators for the Philippine cinnamon project | January 22, 2025.



CNU enters 'ACHIEVE' Consortium with 22 SUCs
January 22, 2025

CNU execs visit EVSU for learning visit on community extension | February 13, 2025



CNU inks pact with NEDA, PSA-7 for data storing, sharing | February 25, 2025

CNU, DepEd Bohol partner to promote science education, cinnamon industry
March 1, 2025



CNU inks MOA with National Commission on Indigenous Peoples | March 3, 2025

Scan QR code to access the digital copy of Annual Report 2025 for the full list of partnerships.



ACADEMIC COOPERATION AND PARTNERSHIPS

To remain responsive to evolving educational reforms and the rapidly changing landscape of higher education, Cebu Normal University (CNU) continues to strengthen and expand its network of academic collaborations and institutional partnerships. Through strategic engagements with public and private higher education institutions, as well as governmental and non-governmental organizations, the University reaffirms its commitment to academic excellence, innovation, and global competitiveness.

These partnerships are formalized through Memoranda of Agreement (MOAs) and Memoranda of Understanding (MOUs), which provide the framework for collaborative initiatives in instruction, research, extension, and capacity development. Integral to these partnerships are opportunities for faculty and student exchanges, joint research and development projects, and professional growth initiatives that enrich academic experiences and contribute to institutional advancement.

Through these collaborative agreements, CNU empowers its academic community to engage in meaningful partnerships that broaden perspectives, strengthen competencies, and address emerging societal and industry needs.

The following pages provide a comprehensive overview of the University's active partnerships, highlighting their scope, objectives, and contributions to institutional and community development.



CNU inks pact with UP-Diliman for exchange programs | January 30, 2025

CNU explores partnership with UP Open University for distance education and e-learning

February 26, 2025



CNU inks pact with Silliman University for academic cooperation | February 27, 2025 | Silliman University, Dumaguete City



CNU–NORSU partnership for academic collaboration
February 27, 2026 | NORSU, Dumaguete City

CNU–NORSU academic and cultural collaboration agreement | February 28, 2026 | NORSU, Dumaguete City



CNU–DSWD MOA for “Tara, Basa!” tutoring program rollout | April 14, 2025

CNU inks pact with PUP for law program and research collaboration | April 22, 2025 | Polytechnic University of the Philippines, Manila



CNU joins CHED ETEEAP IRR public consultation
April 30, 2025 | UP Diliman, Quezon City

CNU participates in LEB forum on legal education policies | May 2, 2025 | West Visayas State University, Iloilo



CNU–BukSU academic cooperation agreement | May 22, 2025 | Idea and Knowledge Center (IKC), CNU

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LOCAL AND NATIONAL PARTICIPATION

Cebu Normal University (CNU) continues to engage in local and national engagements in 2025 through active participation in policy dialogues, academic consortia, conferences, and collaborative initiatives with higher education institutions, government agencies, and international partners.

The University participated in major national forums, including AACCUP assemblies, PASUC conventions, consultations with CHED and DepEd, DOST innovation and technology transfer meetings, TESDA engagements, and other high-level discussions that advanced quality assurance, teacher education reform, innovation, and higher education development.

CNU also expanded its international and cross-institutional collaborations through academic exchange discussions, benchmarking activities, and partnership-building initiatives with both foreign and local universities, further strengthening global linkages and fostering knowledge exchange.

In total, CNU recorded participation in more than 25 local and national engagements in 2025, underscoring the University's sustained commitment to internationalization, academic excellence, policy engagement, and global competitiveness in higher education.

L O C A L



CNU-TSU virtual benchmarking on internal audit
September 25, 2025

**CNU execs, students attend DEPDev's
Filipinnovation Awards** | July 17, 2025



CNU execs attend TESDA's high-level meeting
July 23, 2025

N A T I O N A L



CNU execs attend joint memo signing on LET reforms
April 10, 2025

CNU execs attend National Innovation Summit
April 29, 2025



CNU execs attend PASUC 2025 midterm summit
July 9, 2025

CNU prexy joins 1st AACUP President's Summit
August 15, 2025



CNU prexy attends CHED UniFAST awarding, eCAV launching | September 12, 2025

CNU prexy joins Nat'l Peace Education Summit
September 19, 2025



CNU execs attend House committee budget meeting for SUCs | September 23, 2025

Scan QR code to access the digital copy of Annual Report 2025 for the full list of partnerships.



INTERNATIONALIZATION

The Office for Internationalization and Global Citizenship (OIGC) continued to lead the University's efforts in advancing Development Plan 20: Boosting Internationalization in the University. Through strategic initiatives and strengthened local and global partnerships, the Office expanded Cebu Normal University's international engagement while reinforcing collaboration with various academic and institutional partners worldwide.

Anchored on the integration of international and intercultural dimensions into instruction, research, extension, and public service, OIGC implemented programs and initiatives that contributed not only to DP20 but also to the attainment of eight (8) other Development Plans. These include strengthening linkages and external affairs, enhancing curriculum and university services, promoting continuous foresight and strategic planning, and supporting policy directions, operations, and organizational development.



STRENGTHENING GLOBAL PARTNERSHIPS AND ACADEMIC COLLABORATION

In a bid to bolster international partnerships and strengthen global engagement, Cebu Normal University (CNU) continued to expand its network of collaborations with higher education institutions and organizations across Asia, North America, Europe, and the Middle East in 2025.

The university maintained active partnerships with institutions in Japan, Canada, The Netherlands, and Indonesia, focusing on cultural exchange programs, faculty and student mobility, virtual exchange initiatives, research collaborations, and international lecture series. These partnerships provided opportunities for academic enrichment, global learning experiences, and cross-cultural engagement for both students and faculty members.

CNU also sustained and expanded collaborations with several institutions worldwide through research programs, nursing education, academic conferences, internships, and cultural exchange. Meanwhile, new partnerships currently for signing with institutions from the United States, Indonesia, Canada, and Singapore are expected to further strengthen CNU's internationalization efforts through student mobility, collaborative learning, extension projects, and faculty exchange initiatives.

STATUS	PARTNER	COUNTRY	NATURE OF PARTNERSHIP / COLLABORATION
Active	Kawasaki University of Medical Welfare	Japan	Cultural Exchange & English Immersion Program
Active	Université du Québec à Montréal (UQAM)	Canada	General MOU
Active	Saxion University of Applied Sciences	The Netherlands	General MOU· Faculty & Student Mobility (Erasmus+ grant)· Global Connect: IZN Lecture Series
Active	Institut Teknologi Sepuluh Nopember (ITS)	Indonesia	General MOU· Virtual Exchange Programs

IZN INITIATIVES

- Board approval of the OJT / Internship Abroad Now, Pay Later Program**
BOR Resolution No. 060, s. 2025
SDGs: #3 Good Health and Well-Being | #4 Quality Education
#17 Partnerships for the Goals



2. Launching of the Project SHIP (School-Based HIV Initiatives in the Philippines) with the University of North Carolina at Charlotte (UNCC)
SDGs: #3 Good Health and Well-Being | #4 Quality Education | #17 Partnerships for the Goals

3. World Federation for Medical Education (WFME) 2025 Conference

SDGs: #4 Quality Education, #17 Partnership for the Goals



4. Partnership with Saxion University of Applied Sciences

MOU Signing Ceremony | July 4, 2025

5. Global Connect: IZN Lecture Series

In 2025, the Office successfully hosted five lecture series installments in collaboration with the following partner institutions and scholars



6. Virtual CommTECH Nusantara 2025 (Community and Technological Camp), a flagship short-term virtual program offered by its partner institution, Institut Teknologi Sepuluh Nopember (ITS) | November 24, 2025

7. Busan Choral Festival & Competition 2025

October 28, 2025 – November 3, 2025



8. Cebu Normal University (CNU) welcomed Professor Tetsuya Fukuda, Senior Associate Professor of Education at the Faculty of International Liberal Arts of Juntendo University, Tokyo | February 4, 2025



9. **CNU inks MOA with Palompon Institute of Technology** for educational collaboration, cooperation | February 7, 2026

10. **Cebu Normal University (CNU) inked another Memorandum of Agreement with the Securities and Exchange Commission (SEC)** | February 7, 2025



11. **CNU, LGU Compostela, District Rep ink MOA for new campus** | February 10, 2026

12. **Fujian University, CNU-VSMMC, and PITAHC Unite** to Enhance Healthcare through Traditional Medicine | February 16, 2025



13. **CNU, University of North Carolina at Charlotte tackles HIV epidemics in ASEAN** | August 18, 2025

14. **CNU boosts ties with Taiwan partner schools for teaching internship** | August 20, 2025



15. **CNU bolsters global link; ventures into exploratory talks in Japan** | August 28, 2025

E. INSTITUTIONAL RECOGNITIONS

Cebu Normal University (CNU) earned multiple national recognitions in 2025, reinforcing its standing as a responsive and high-impact higher education institution.

Among its key achievements was the renewal of the College of Teacher Education (CTE) as a Continuing Professional Development (CPD) provider by the Professional Regulation Commission (PRC), reaffirming CNU's leadership in advancing professional standards for educators. The University was also honored by the Commission on Higher Education (CHED) with the Excellence in Quality Assurance in Teacher Education (EQUATE) Award, recognizing its strong quality assurance systems and exemplary performance in teacher education.

CNU likewise received national commendations for its contributions to innovation, cultural development, and institutional advancement. The Intellectual Property Office of the Philippines (IPOPHL) recognized the University for its achievements in innovation and intellectual property development, while the Komisyon sa Wikang Filipino (KWF) cited CNU for excellence in language preservation and cultural advocacy.

Further strengthening its role in public service, CNU was recognized by partner agencies, including the Department of Social Welfare and Development (DSWD) and the Bureau of Jail Management and Penology (BJMP) Region VII, for its impactful extension programs and community engagement initiatives. The Development Bank of the Philippines (DBP) also selected CNU as a partner institution for its scholarship program, underscoring the University's commitment to expanding access to quality and inclusive education.

Collectively, these recognitions underscore CNU's holistic institutional excellence and its sustained commitment to academic quality, innovation, public service, and transformative community impact.



CNU CTE CPD Provider Renewal

May 16, 2025 | Professional Regulation Commission (PRC)



CNU THE Impact Rankings Debut
June 18, 2025 | Times Higher Education
(Global Ranking Body)

CNU WURI Global Recognition (Top Innovative Universities) | July 10, 2025
World University Rankings for Innovation (WURI)



CNU EQUATE Award for Teacher Education Quality | April 2, 2025
Commission on Higher Education (CHED)

CNU IPOPHL Gold Cluster Award
April 13, 2025 | Intellectual Property Office of the Philippines (IPOPHL), Manila



CNU Selyo ng Kahusayan sa Wika at Kultura Award | August 15, 2025
Komisyon sa Wikang Filipino (KWF)

CNU BJMP Recognition for Extension Services | November 24, 2025 | Bureau of Jail Management and Penology (BJMP) Region VII



Scan QR code to access the digital copy of Annual Report 2025 for the full list of recognitions.

F. HUMAN RESOURCE

In 2025, the University further strengthened its human resource capacity through the effective implementation of its Rationalized Organizational Staffing Structure (ROSS) I. Of the 75 approved plantilla positions under ROSS I, 65 were filled, resulting in an 86.67 percent staffing rate, while 10 positions remained vacant. This reflects the University's sustained commitment to organizational efficiency and the uninterrupted delivery of administrative and support services across offices and units.

In terms of personnel movement, the University maintained a total of 94 administrative staff across its campuses and colleges. Of these, seven personnel were promoted, representing 7.45 percent of the administrative workforce. This demonstrates the institution's continued efforts to recognize merit and support career progression, while ensuring stability and continuity in operations.

ROSS 1		PERCENTAGE
FILLED	65	86.67%
UNFILLED	10	15.38%
TOTAL	75	100%

A. ADMINISTRATIVE WORKFORCE PROFILE

ADMINISTRATIVE PERSONNEL					
POSITION	GENDER		TOTAL FILLED ITEM	TOTAL ITEM	PERCENTAGE
	MALE	FEMALE			
Permanent	61	33	94	108	87.04%
Casual	49	27	76	76	100.00%
Contractual	0	4	4	4	100.00%
Job Order	4	1	5	5	100.00%

B. PROMOTION

PROMOTION					
Admin Personnel	Faculty	TOTAL	Admin Personnel	Faculty	TOTAL
4	3	7	4	3	7

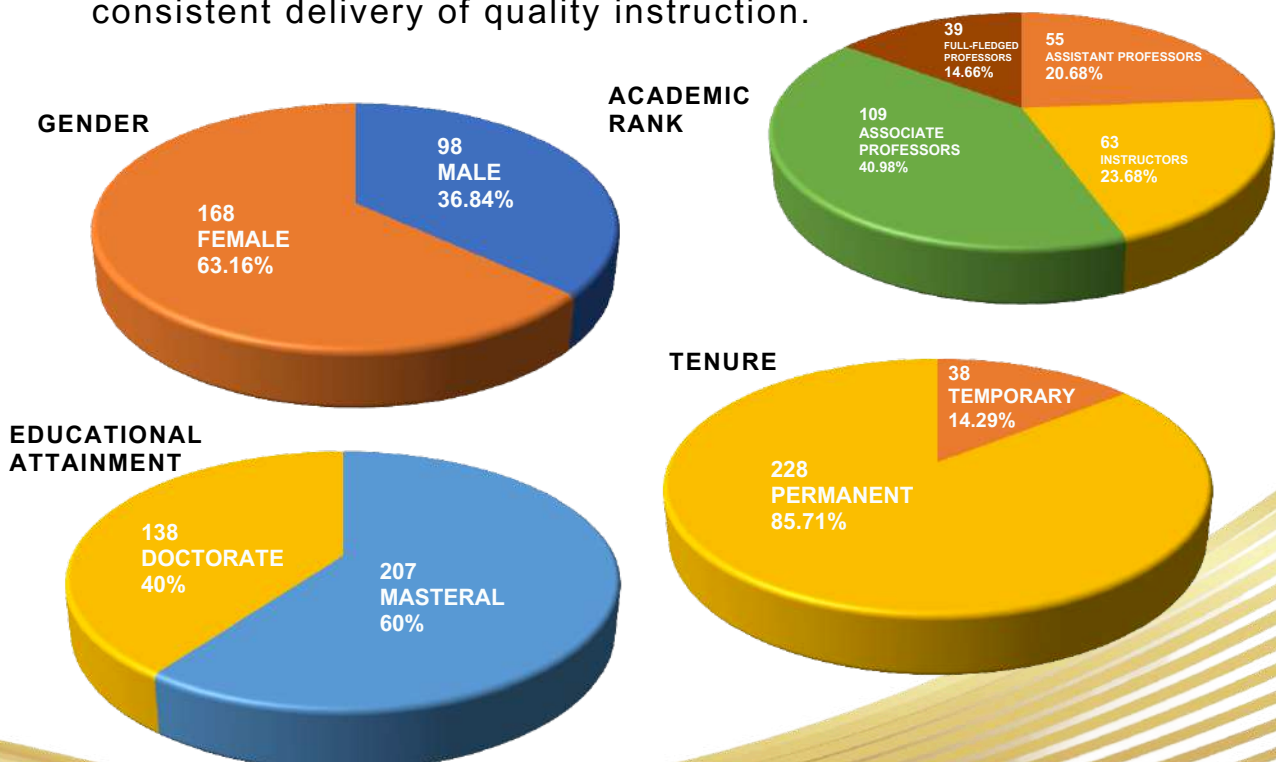
G. FACULTY PROFILE

In 2025, Cebu Normal University (CNU) sustained a stable and highly qualified faculty complement, underscoring its steadfast commitment to academic excellence and institutional advancement. The University's 266 faculty members are predominantly female (63.16%), with males comprising 36.84%, reflecting a strong and diverse academic community.

In terms of academic rank, the largest proportion consists of Associate Professors (40.98%), followed by Instructors (23.68%), Assistant Professors (20.68%), and Full Professors (14.66%). This distribution highlights a solid concentration of mid- to senior-level academics, providing both experienced leadership and instructional depth across programs.

Faculty qualifications remain robust, with 60 percent holding master's degrees and 40 percent holding doctorates, demonstrating the University's adherence to high standards of academic preparation and expertise.

Moreover, workforce stability remains a defining strength: 85.71 percent of faculty members hold regular appointments, while only 14.29 percent are on temporary status. This strong tenure profile supports institutional continuity, sustained research productivity, and consistent delivery of quality instruction.



H. FACULTY AND STAFF LEARNING AND DEVELOPMENT

Cebu Normal University (CNU) strengthened its human resource development in 2025 through sustained faculty and staff capacity-building initiatives, postgraduate studies, and professional advancement programs.

Faculty members pursued and completed graduate and doctoral studies supported by local and national scholarship programs, enhancing expertise across education, science, nursing, and related disciplines.

Throughout the year, the University conducted various training and development activities focusing on research capability, curriculum enhancement, digital learning systems, data analysis, records and financial management, and instructional innovation. These initiatives supported the transition toward more technology-enabled and research-driven academic practices.

Overall, these initiatives demonstrate CNU's continuing commitment to developing competent, innovative, and future-ready personnel in support of its academic and institutional goals.

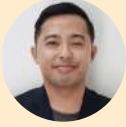
Scholarship Profile – Completed in 2025 (Data Owner: HRMO)

Name of Faculty/Staff	Degree Program	University	Scholarship
 Julius C. Daño	Doctor of Science in Nursing	Cebu Normal University	Faculty & Staff Scholarship
 Natividad P. Dela Torre	Doctor of Education in Filipino Language Teaching	Cebu Normal University	Faculty & Staff Scholarship
 Clareziel D. Ladrangan	Doctor of Philosophy in International Tourism Management	Lyceum of the Philippines University	Faculty & Staff Scholarship

 Nimfa R. Pansit	Doctor of Philosophy in Environmental Science	University of San Carlos	Faculty & Staff Scholarship
 Christine P. Paradiang	Doctor of Education with major in English Language Teaching	Cebu Normal University	Faculty & Staff Scholarship
 Michelle D. Tubilan	Doctor of Arts in Literature and Communication	Cebu Normal University	Faculty & Staff Scholarship

Scholarship Profile – Ongoing in 2025 (Data Owner: HRMO)

Name of Faculty/Staff	Degree Program	University	Scholarship
 Flora Mae L. Rivera	Doctor in Information Technology	Technological Institute of the Philippines	Faculty & Staff Scholarship
 Edward Laurence L. Opena	Doctor of Philosophy in Environmental Science-Cognate Molecular Biology and Biotechnology	Central Mindanao University	Faculty & Staff Scholarship
 Angelito B. Cabanilla	Doctor of Philosophy in Education Major in Research and Evaluation	Cebu Normal University	Faculty & Staff Scholarship
 Karl Patrick S. Casas	Doctor of Philosophy in Physics	University of San Carlos	Faculty & Staff Scholarship
 Sunny R. Fernandez	Doctor of Education major in Science	Cebu Normal University	Faculty & Staff Scholarship

 Alexis Deodato S. Itao	Doctor of Philosophy in Philosophy	University of Santo Tomas	Faculty & Staff Scholarship
 Roselle A. Jardin	Doctor of Philosophy in Research and Evaluation	University of San Carlos	Faculty & Staff Scholarship
 Filomena Lantaca	Doctor of Education in Early Childhood Education	Cebu Normal University	Faculty & Staff Scholarship
 Gibson T. Maglasang	Doctor of Philosophy in Physics	University of San Carlos	Faculty & Staff Scholarship
 Dexter S. Ontoy	Doctor of Philosophy in Environmental Science Cognate Molecular Biology and biotechnology	University of the Philippines	Faculty & Staff Scholarship
 Joana Mariz C. Pananganan	Doctor of Science in Nursing in Gerontology Nursing	Cebu Normal University	Faculty & Staff Scholarship
 Vincent C. Pananganan	Doctor of Science in Nursing in Gerontology Nursing	Cebu Normal University	Faculty & Staff Scholarship
 Joshua P. Rosell	Doctor of Philosophy in Artificial Intelligence	University of the Philippines	Faculty & Staff Scholarship

CNU Patent Agents and Attorneys Training | March 27, 2025 | University of the Philippines, Taguig City



Module Writing Writeshop | June 16, 2025 | Cebu Normal University (CNU)

Research Capability Training Series | June 9–11, 2025 | CNU Balamban Campus



APMC Annual Convention Participation | June 30, 2025 | Silliman University, Dumaguete City

Faculty In-Service Training (INSET) 2025 | July 7, 2025 | Idea and Knowledge Center, CNU



UPOU Open and Distance e-Learning (ODEL) Training | July 8, 2025 | University of the Philippines Open University / CNU

In-House Review of Artistic Expressions | July 18, 2025 | Online (Zoom), CNU



Faculty Capdev for Law Instructors | August 9, 2025 | Cebu Normal University



Learning Management System (LMS) Training
August 18, 2025 | CNU Library



Financial Management Orientation | August 19, 2025 | Idea and Knowledge Center, CNU



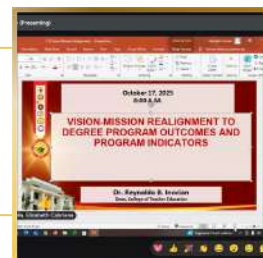
CCAS International Research Conference | August 27, 2025 | Cebu City (Hotel Venue)



CNU execs attend futures thinking masterclass
September 17, 2025



Records Management Lecture Series | September 30, 2025 | Online (Zoom), CNU



Curriculum Realignment and Review | October 17, 2025 | Online (Zoom), CNU



Project Proposal Writing Training | November 18, 2025 | Cebu City (Hotel Venue)

Data Analysis Training Workshop | November 19, 2025 | Cebu Normal University



Curriculum Review Training | November 2025
Cebu Normal University

LMS Champions' Training | November 26, 2025
Cebu Normal University



Meta-Synthesis Research Training | December 2025
| Cebu City

NC II/III Recognition Ceremony | December 9, 2025
Cebu Normal University



I. FACULTY AND STAFF AWARDS, RECOGNITIONS, AND ACCOMPLISHMENTS

In 2025, Cebu Normal University (CNU) faculty and staff garnered numerous recognitions for excellence in leadership, research, instruction, innovation, and public service, underscoring the University's sustained culture of academic distinction.

Throughout the year, faculty members received national awards for outstanding research outputs, effective mentorship, and significant scholarly contributions.

Several were elected or appointed to key leadership roles in professional and academic organizations, strengthening CNU's presence and influence in various disciplinary communities. Others completed advanced degrees and were granted institutional incentives in recognition of important academic milestones, reflecting the University's strong support for continuous professional development.

CNU personnel also earned distinctions in national conferences and competitions, particularly for exemplary research presentations and scholarly work. Meanwhile, administrative staff and coaches were recognized for their vital contributions to institutional development, student formation, and the university's overall performance.

Collectively, these achievements affirm CNU's unwavering commitment to excellence, lifelong learning, and meaningful service, both within the University and in the broader academic and professional landscape.



Dr. Corcino Elected as DOST-NRCP Governing Board Member | March 1, 2025 | National Research Council of the Philippines (NRCP)

Outstanding Quality Champion Award Recognition (Dr. Filomena Dayagbil) | March 7, 2025 | Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCUP)



CHED Scholarship Completion Recognition (Dr. Elnar & Dr. Pederi) | March 10, 2025 | Cebu Normal University

SCUAA National Games Winners and Coaches Recognition | May 5, 2025



INNOTECH International Conference Participation
May 16, 2025 | Ermita, Manila

**1ST PLACE - Dr. Remaur Herrera of CNU-VSMC
College of Medicine | Research Poster Competition
(Professional Category) at the 10th CVHRIC| May 22,
2025 | Tagbilaran City,**



**APMC National Poster Competition Awards (COM
Faculty) | June 23–25, 2025 | Dumaguete City**

**CV Graduate Studies Group Election of Officers
September 8, 2025 | Region VII**



**YSEALI Summit Participation (CNU Balamban Dean)
September 15, 2025 | Penang, Malaysia**

**PRAISE Awards for Doctorate Degree Completion
Incentives | September 27, 2025 | Cebu Normal
University**



**NRCSME Best Poster Award Recognition
October 16–17, 2025 | Los Baños, Laguna**

**Instabright National Research Congress Best
Presenter Award | October 18, 2025 | Tagaytay City**



**CHED Regional Office VII Directorship Appointment
(Dr. Dayagbil) | November 20, 2025 | CHED Regional
Office VII**



**DOST-PCHRD Best Mentor in Health Research
(Visayas Cluster Winner) | November 13, 2025 |
National Level**

**DOST-PCHRD Best Mentor in Health Research
(National Winner) | December 15, 2025
National Level**



J. INSTITUTIONAL INITIATIVES

The institutional initiatives of Cebu Normal University in 2025 focus on newly introduced practices that enhance transparency, recognition, and institutional engagement. These include the systematic posting of newly hired faculty and administrative personnel to improve visibility and strengthen internal communication.

The university also implemented enhanced recognition activities such as motorcades for LET topnotchers, ceremonial awarding of incentives for board passers, and public acknowledgment of academic and professional achievements. These initiatives promote a culture of excellence and celebration of success within the university community.

Additional institutional innovations include themed flag ceremonies aligned with government directives, inauguration of upgraded facilities such as the Idea and Knowledge Center, conduct of the first special commencement exercises, and strengthened stakeholder consultations. Collectively, these initiatives reflect the university's commitment to more visible, participatory, and recognition-driven institutional practices.



**Posting of photos of newly hired
faculty and administrative
personnel**



Motorcade for LET topnotchers

ASEAN-Inspired Flag Ceremony
2025 | Cebu Normal University Main Campus



Giving of life-size checks for board topnotchers

IKC Ceremonial Blessing and Inauguration | 2025 | Idea and Knowledge Center, CNU



1st Special Commencement Exercises
2025 | Idea and Knowledge Center, CNU

ISO-Aligned Quality Policy Institutionalization
February 12, 2025 | Cebu Normal University



Stakeholders' Forum for CNU-LCSENS
February 17, 2025 | Cebu Normal University Main Campus



**National Training of Trainers (NTOT)
for Tara, Basa! Tutoring Program**
March 3, 2025 | Koronadal City, South
Cotabato

ROTC Blood Donation Drive
March 8, 2025 | Philippine Army
Event Site



Balamban Expansion Site Visit
March 31, 2025 | Balamban, Cebu

Turnover of Water System Project
April 14, 2025 | CNU Balamban Campus



Tutor Capability Building Program
April 2025 | Mandaue City

EODB Month Initiatives | May 2025
Cebu Normal University



**ARTA Compliance Inspection
(Medellin Campus)** | May 2025 | CNU
Medellin Campus

ARTA Inspection (Main Campus)
May 2025 | CNU Main Campus



ARTA Compliance Check (Balamban Campus) | May 2025 | CNU Balamban Campus

Increased the cash incentives for the Philippine Nurses Licensure Examination (PNLE) first placer to P200,000 from P100,000.



Annual Stakeholders' Forum 2025 and Quality Assurance Institutional Development Summit | Idea and Knowledge Center (IKC)

Records Disposition Training
June 11, 2025 | Idea and Knowledge Center, CNU



ICT Modernization Groundbreaking
June 13, 2025 | Cebu Normal University Grounds

eBudget System Learning Session
June 17, 2025 | Idea and Knowledge Center, CNU





123rd Founding Anniversary Celebration | June 27, 2025 | Idea and Knowledge Center, CNU

Academic Council Orientation
June 14, 2025 | Idea and Knowledge Center, CNU



Midyear Planning & KPI Review
July 2025 | Cebu City Hotel

Midyear Evaluation & Strategic Planning | July 2025 | Cebu City Hotel



ASEAN Month Opening
August 4, 2025 | Idea and Knowledge Center, CNU

Financial Management Orientation
August 19, 2025 | Idea and Knowledge Center, CNU



SMART Classroom Launch
August 26, 2025 | Cebu Normal University

Teaching Internship Deployment

September 3, 2025 | Cebu City & Balamban Partner Schools



Civil Service Sports Fest

September 5, 2025 | Cebu Normal University

Tabo sa CNU Exhibit | September 12, 2025 | College of Teacher Education Grounds



Institutional Accreditation Launch

September 15, 2025 | Cebu Normal University

CNU backs CHED 7-point ACHIEVE agenda



Futures Thinking Masterclass

September 18, 2025 | Cebu City Hotel

Tara, Basa! Regional Culminating Activity | September 19, 2025 | Regional Venue





World University Rankings Preparation Session | September 23, 2025 | Cebu Normal University

WURIWise Launch | October 6, 2025
Cebu Normal University



CHED Zonal Hearing Participation
October 7, 2025 | University of San Carlos–Talamban Campus

Online Counseling Service Launch
October 2025 | Cebu Normal University



IRRs for CNU external campuses registered in UP National Administrative Register

As part of the operating procedures of the newly converted regular campuses of Cebu Normal University (CNU), the university submitted copies of the Implementing Rules and Regulations (IRRs) for registration at the University of the Philippines Office of the National Administrative Register (ONAR) on November 19.

Resolution Nos. 165 and 166, series of 2025, contain the IRRs of the CNU-Medellin and CNU-Balamban campuses, which were officially recognized as regular campuses through the enactment of Republic Acts 12284 and 12285, respectively, on September 7.

The laws came after 17 and 20 years of operations of CNU Medellin and CNU Balamban, respectively.



University of the Philippines Law Complex
Office of the National Administrative Register
Room 106, 1st Floor, Bocohan Hall, UP Law Complex, Diliman, Quezon City 1501 Philippines
Tel/Fax: 525-25-11 local 2115-2116; e-mail: onar_law.upd.edu.ph

CERTIFICATE OF REGISTRATION

TO WHOM IT MAY CONCERN

This is to certify that the Cebu Normal University
represented by Daniel A. Arleson Sr.
submitted on 18 November 2025 three (3) certified copies of:
1. Resolution No 186 Series of 2025 Re: Resolution Promulgating the Implementing Rules and Regulations of Republic Act No. 12264 Titled, "An Act Converting the Extension Campus of the Cebu Normal University in the Municipality of Balamban, Province of Cebu into a Regular Campus and Appropriating Funds Therefor
consisting of 22 pages
ONAR Registration Number: 25-1264

☒ with attachment/s:
Annex A consisting of 8 page/s

This Certification is issued for whatever legal intent and purpose it may serve.

Issued on 19 November 2025 at UP Law Complex, Diliman, Quezon City.



www.cnu.edu.ph www.facebook.com/cebuormaluniversityofficial 032 254-1452 info@cnu.edu.ph



University of the Philippines Law Complex
Office of the National Administrative Register
Room 106, 1st Floor, Bocohan Hall, UP Law Complex, Diliman, Quezon City 1501 Philippines
Tel/Fax: 525-25-11 local 2115-2116; e-mail: onar_law.upd.edu.ph

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☒ with attachment/s:
Annex A consisting of 8 page/s

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Issued on 19 November 2025 at UP Law Complex, Diliman, Quezon City.



www.cnu.edu.ph www.facebook.com/cebuormaluniversityofficial 032 254-1452 info@cnu.edu.ph





RESEARCH

Research remained a cornerstone of Cebu Normal University's pursuit of academic excellence and innovation in 2025. Guided by its mandate as a premier higher education institution, the University strengthened its research ecosystem through expanded scholarly production, enhanced research support services, increased publication outputs, and stronger mechanisms for knowledge utilization.

This report presents the accomplishments of the University's research sector for Fiscal Year 2025, highlighting achievements across research productivity, publication, innovation, utilization, quality assurance, and capacity-building initiatives. Consolidated from all colleges, institutes, research centers, and external campuses, the report demonstrates CNU's continuing commitment to generating knowledge that advances education, informs policy, supports community development, and contributes to national and global scholarly discourse.

The accomplishments presented herein reflect not only the University's growing research capacity but also its strategic efforts to transform research outputs into meaningful innovations and evidence-based solutions for society.

A. INSTITUTIONAL RESEARCH AGENDA

The University's research initiatives are anchored on the 2024 Revised Research Manual, which identifies ten priority agenda areas that address contemporary educational, scientific, technological, social, and cultural concerns.

These agenda areas served as the framework for project development, funding allocation, implementation, and evaluation throughout the year, ensuring that research activities remained aligned with institutional goals, national development priorities, and emerging global challenges.

By fostering interdisciplinary and collaborative research within these priority areas, CNU continued to strengthen its role as a knowledge-producing institution responsive to the needs of communities and industries.

B. OVERALL RESEARCH PERFORMANCE

Fiscal Year 2025 marked a banner year for research productivity at Cebu Normal University. The University substantially exceeded most of its performance targets, demonstrating a vibrant and expanding research culture across academic units.

The remarkable increase in completed research projects, publications, research utilization initiatives, and innovation outputs reflects the growing engagement of faculty researchers, strengthened institutional support systems, and improved research management processes. These accomplishments signify the University's continued transition from a teaching-focused institution to a research-driven university committed to generating high-impact knowledge and innovation.

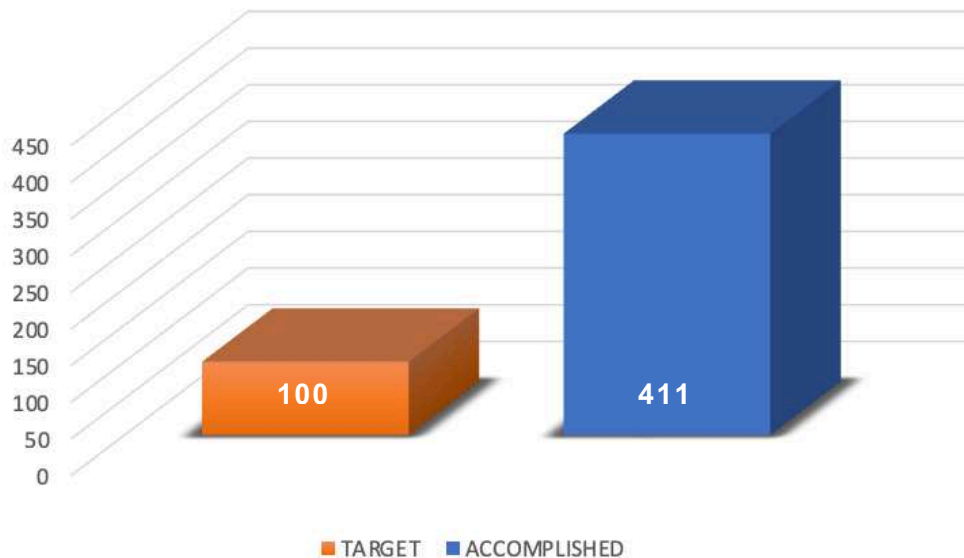
C. RESEARCH PRODUCTIVITY & SCHOLARLY IMPACT

1. Completed Research Projects

Research productivity reached unprecedented levels in 2025, with 411 completed research projects against a target of 100. This accomplishment represents a 411 percent achievement rate and demonstrates the sustained commitment of faculty members, researchers, and academic units to scholarly inquiry and knowledge generation.

The significant increase in completed projects indicates improved project monitoring systems, stronger research engagement among faculty, and the successful implementation of institutional support mechanisms that enabled researchers to complete their studies within the reporting period.

COMPLETED RESEARCH

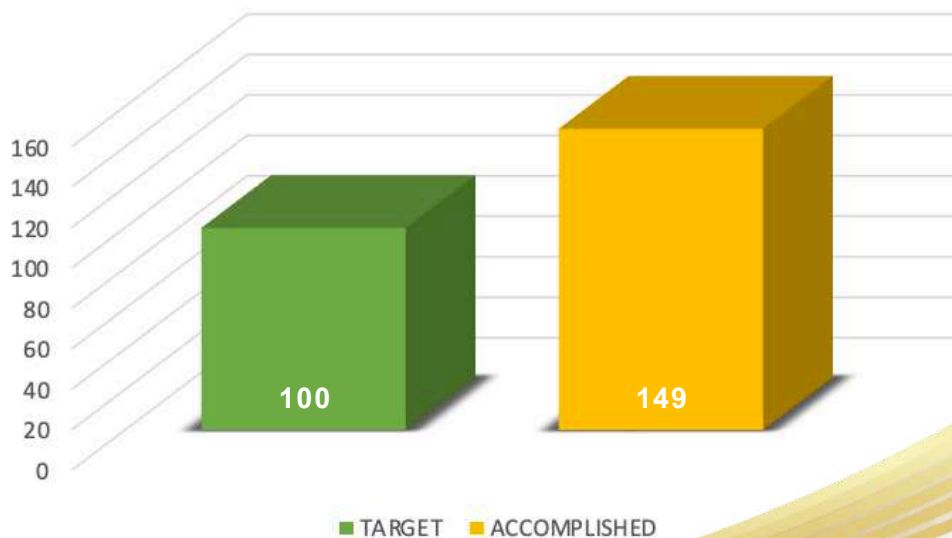


2. Research Publications

The University's commitment to disseminating research findings was reflected in the publication of 149 research outputs, exceeding the annual target by 49 percent.

Publication outputs increased steadily throughout the year, particularly during the latter quarters when many completed studies successfully progressed through peer-review and publication processes. This achievement highlights the growing visibility of CNU research in academic and professional communities.

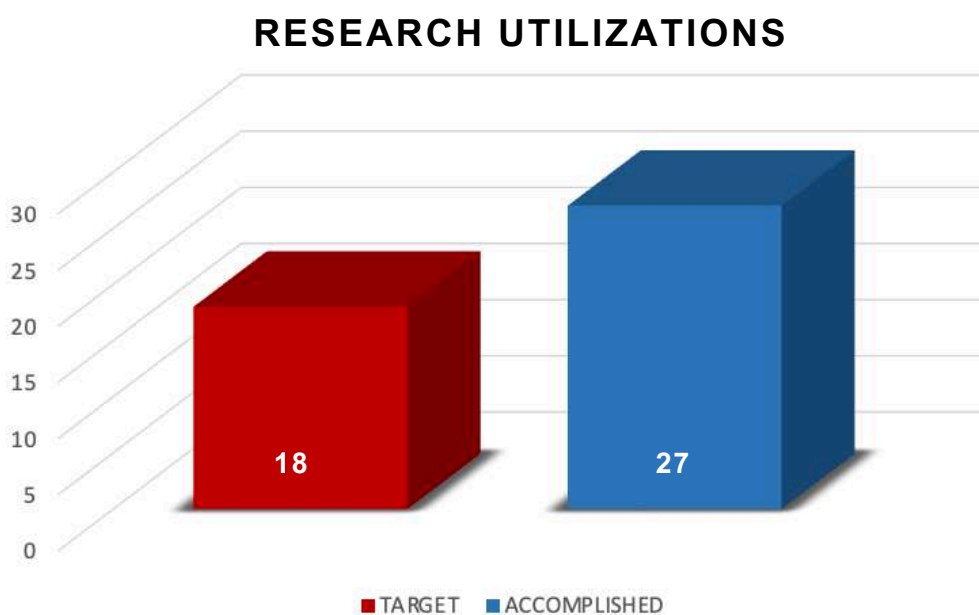
RESEARCH PUBLICATIONS



3. Research Utilizations

Beyond knowledge generation, the University emphasized the practical application of research findings. A total of 27 research outputs were utilized by stakeholders, surpassing the target of 18.

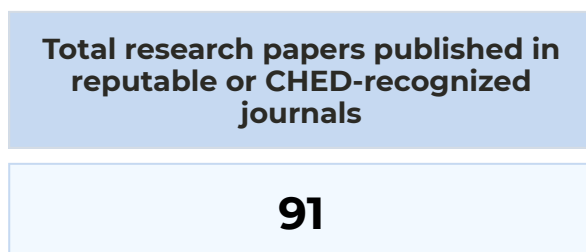
These utilization initiatives demonstrate the relevance of CNU research in informing policies, improving practices, supporting community programs, and addressing real-world challenges. The achievement underscores the University's commitment to ensuring that research extends beyond publication and contributes directly to societal development.



4. Publications in Reputable Journals

Research quality continued to improve, as evidenced by 91 publications appearing in reputable and CHED-recognized journals.

This accomplishment reflects the University's growing capacity to produce research that meets international scholarly standards and contributes to disciplinary advancement. The increasing number of publications in recognized journals also strengthens the University's academic reputation and research visibility.



5. Research Awards

The University received 21 research awards during the year, affirming the quality, innovation, and relevance of its scholarly outputs.

These recognitions from external organizations and professional bodies highlight the excellence of CNU researchers and reinforce the University's position as a respected contributor to national and international research communities.

6. Research Presentations

CNU researchers actively engaged with scholarly communities through 124 conference presentations delivered in local, national, and international academic forums. Presentation activity peaked in the third and fourth quarters, corresponding with national and international conference schedules.

These presentations facilitated knowledge exchange, fostered research collaborations, and enhanced the visibility of the University's research initiatives among diverse audiences.

7. Innovation and Intellectual Property

Innovation efforts gained momentum with the registration of 19 patents during the reporting period. This accomplishment demonstrates the University's growing emphasis on research commercialization, intellectual property protection, and the development of technologies and innovations with practical applications.

8. Research Citations

The scholarly influence of CNU research continued to expand, generating 814 citations during the year. The highest citation counts recorded in the first quarter, indicating sustained scholarly impact from previously published works.

This citation performance reflects the relevance and usefulness of the University's research outputs to scholars, practitioners, and policymakers, and serves as an important indicator of academic impact.

D. RESEARCH CONTRIBUTIONS ACROSS COLLEGES AND CAMPUSES

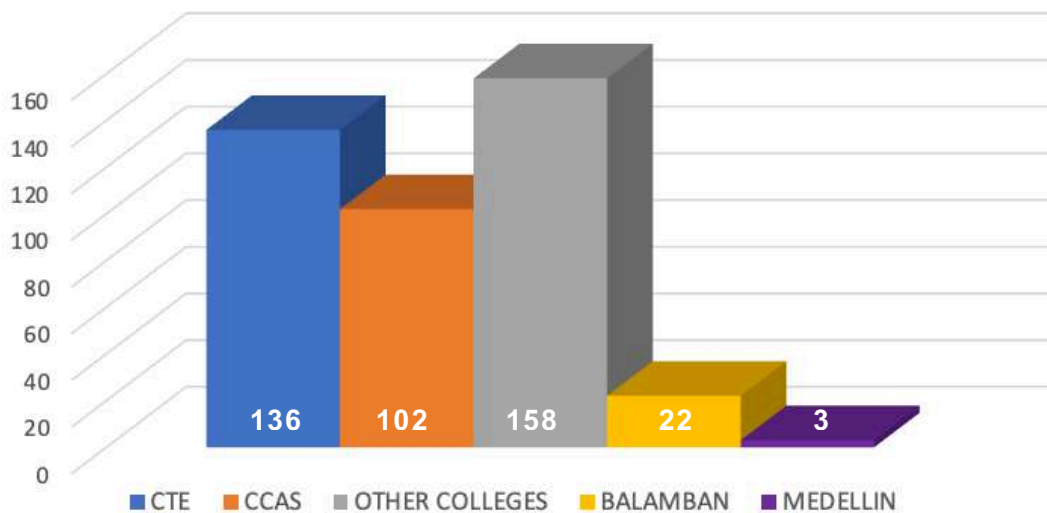
Research productivity remained strong across the University's academic units, with a total of 396 completed research papers recorded institution-wide.

The College of Teacher Education emerged as the leading contributor with 136 completed studies, reaffirming its strong research culture and sustained scholarly engagement. The College of Arts and Sciences followed with 102 completed papers, demonstrating consistent research performance throughout the year.

The University's satellite campuses likewise contributed to overall productivity. Balamban Campus completed 22 research papers, reflecting active participation in institutional research initiatives. Meanwhile, Medellin Campus recorded three completed studies, highlighting opportunities for further capacity-building and research development support.

While productivity varied across units, the collective outputs demonstrate a growing institution-wide commitment to research excellence.

A. Completed Research Papers



B. Quarterly Trends

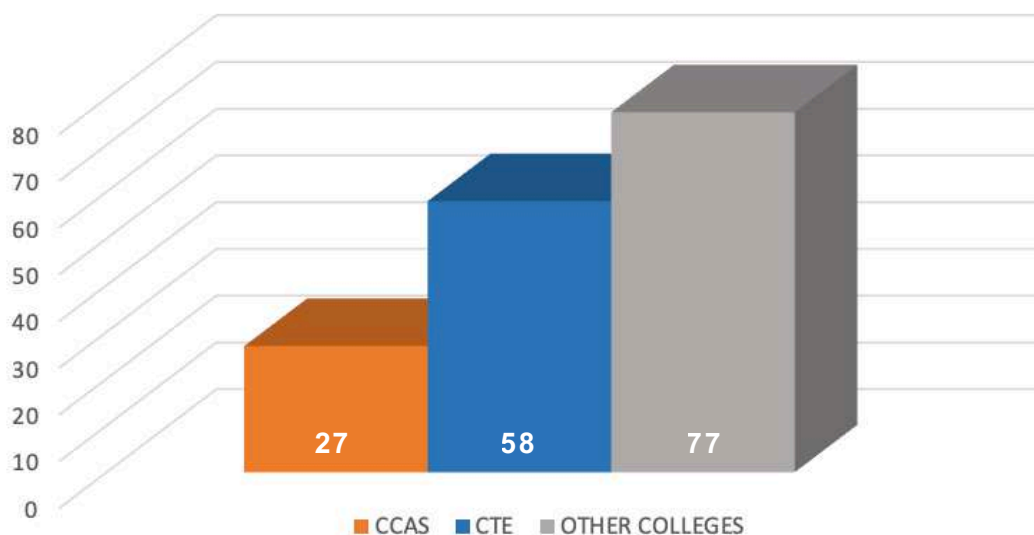
Research productivity peaked in Q1 and Q2, declined in Q3, and partially recovered in Q4, suggesting workload and scheduling effects on research completion timelines.

E. PUBLICATION PERFORMANCE BY ACADEMIC UNIT

A total of 162 published articles were produced by the University's colleges and campuses during the year.

The College of Teacher Education led publication output with 58 articles, while the College of Arts and Sciences contributed 27 publications. These accomplishments underscore the strong publication culture within the University's major academic units.

At the same time, disparities in publication outputs among colleges and campuses suggest the need for targeted interventions, mentoring programs, and publication support mechanisms to strengthen research dissemination across all academic units.



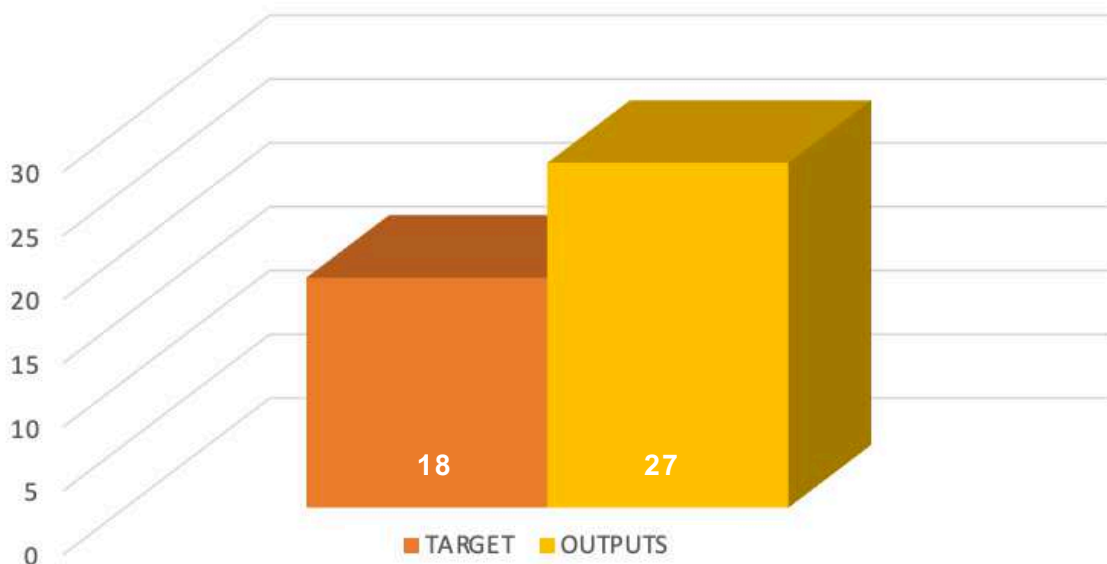
F. OUTCOME-BASED RESEARCH PERFORMANCE

The University's outcome indicators demonstrate that research efforts are increasingly translating into measurable impact.

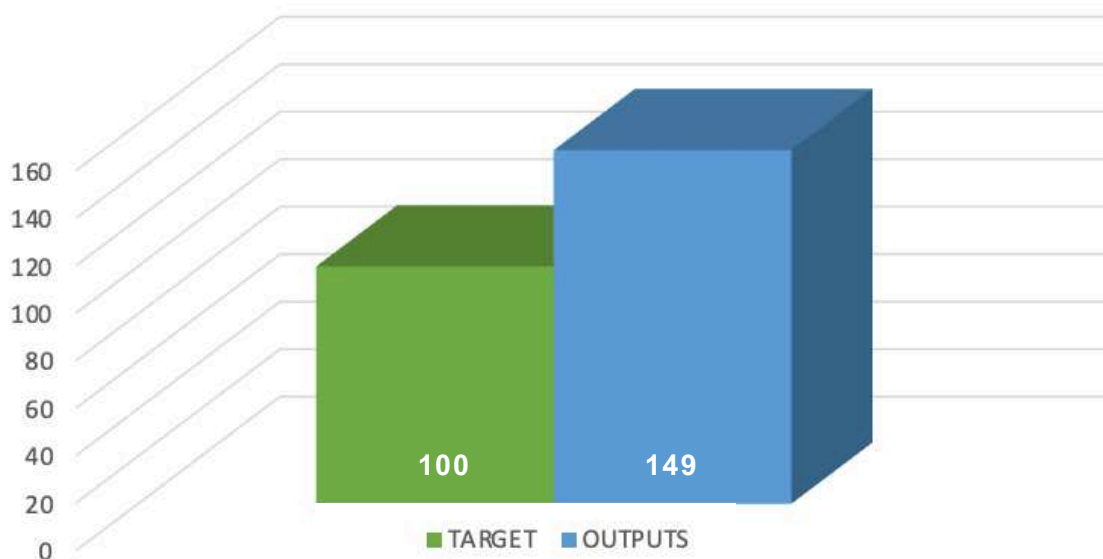
Research utilization reached 150 percent of the target, reflecting stronger engagement with stakeholders and improved mechanisms for translating research findings into practical applications.

Similarly, publication performance exceeded expectations, with outputs reaching 149 percent of target levels. These outcomes indicate that the University's research investments are yielding both scholarly and societal returns.

Outcome Indicator 1: Research Outputs Utilized



Outcome Indicator 2: Research Outputs Published in Reputable Journals

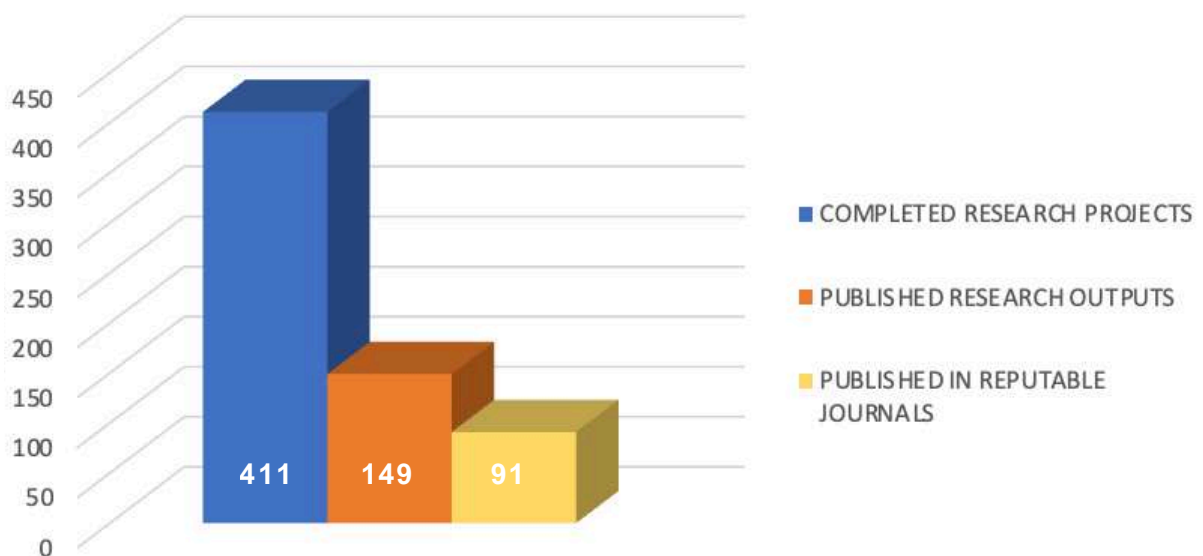


G. RESEARCH PIPELINE ANALYSIS

The University's research pipeline remained robust, generating 411 completed research projects, 149 published research outputs, and 91 publications in reputable journals.

These figures demonstrate a healthy progression from research production to dissemination. However, they also reveal opportunities to further strengthen support systems that facilitate the transition of completed studies into high-impact publications and broader utilization.

Continued investment in mentoring, manuscript development, and publication assistance will be critical in maximizing the value of completed research projects.

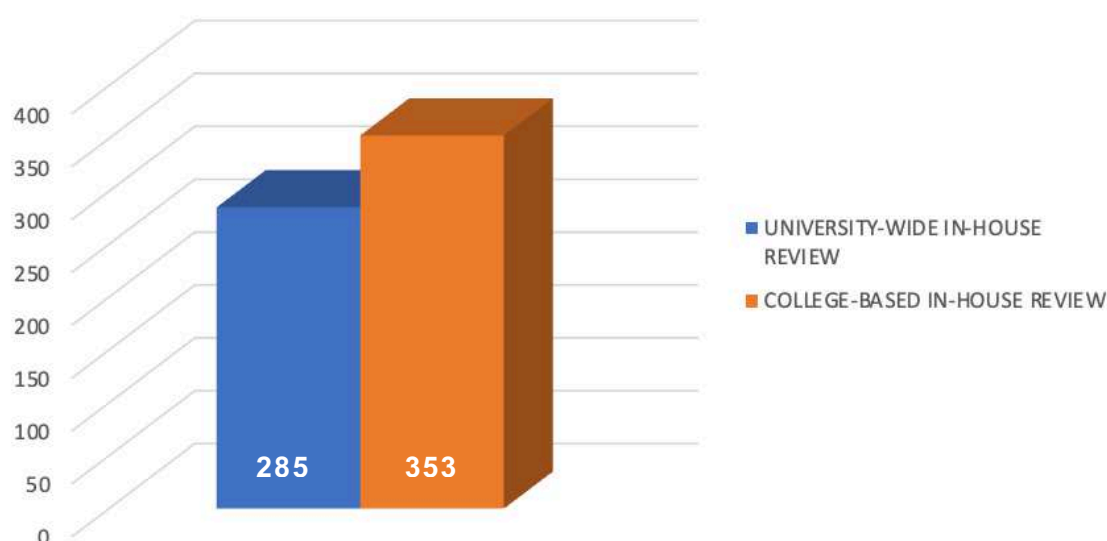


H. ENSURING RESEARCH QUALITY

Maintaining research quality remained a priority throughout 2025.

A total of 285 research outputs underwent university-wide in-house review, while colleges and institutes conducted 353 additional internal review sessions. These quality assurance mechanisms provided researchers with valuable feedback and strengthened the methodological rigor, relevance, and publication readiness of research outputs.

The University's commitment to quality assurance contributed significantly to the increasing number of publications and successful research presentations recorded during the year.



I. RESEARCH SUPPORT & AUXILIARY SERVICES

CNU continued to invest in services and programs that empower researchers and sustain a culture of academic excellence.

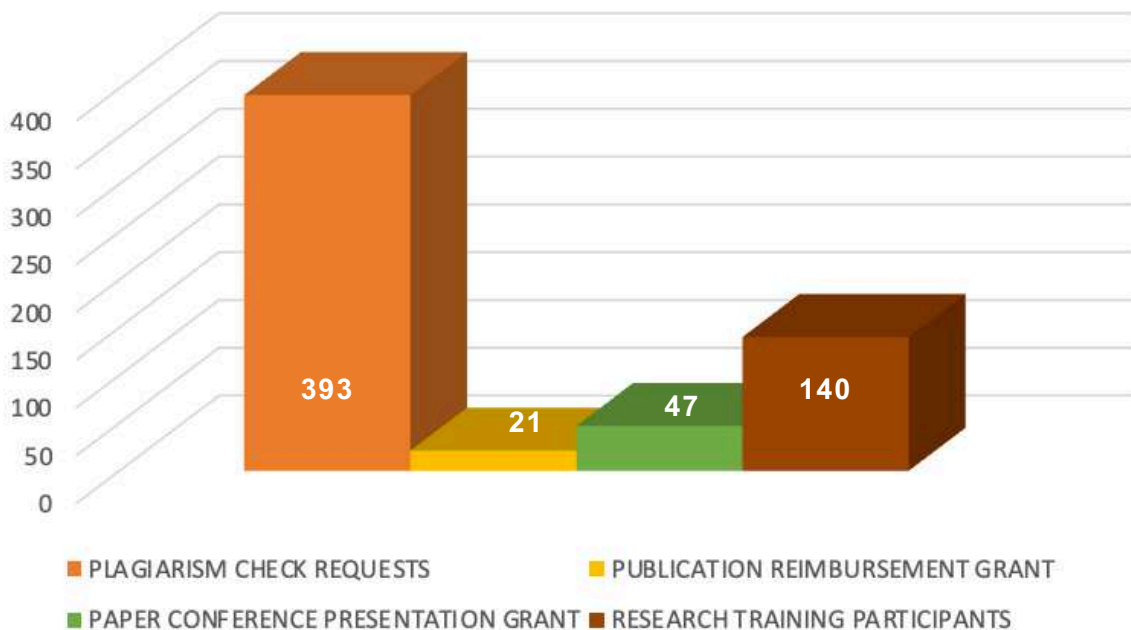
The Office of Research, Development, and Publication processed 393 plagiarism-check requests, reinforcing academic integrity and ethical research practices.

Through its Publication Reimbursement Grant, the University supported 21 published papers and disbursed ₱834,627.02 to assist researchers with publication-related expenses.

Meanwhile, 47 conference presentations received institutional support, enabling faculty researchers to share their work in various scholarly platforms.

To further strengthen research competencies, five specialized training programs were conducted, engaging 140 participants in areas such as grant writing, data analysis, research leadership, scholarly publication, and meta-synthesis methodologies.

These initiatives demonstrate the University's continuing investment in developing a competent, productive, and globally competitive research community.



The accomplishments of Fiscal Year 2025 reflect a dynamic and steadily maturing research environment at Cebu Normal University. Significant gains in productivity, publication, innovation, and research utilization affirm the effectiveness of institutional strategies and support mechanisms.

As the University advances its research agenda, future efforts will focus on strengthening publication quality, expanding research utilization, enhancing support for emerging researchers, and addressing disparities in research performance across colleges and campuses.

Through sustained investment in research excellence, innovation, and collaboration, CNU remains committed to generating knowledge that transforms education, advances society, and contributes to national development.

J. RESEARCH DIRECTIONS & TARGETS FOR 2026

Based on the consolidated findings across productivity, outcomes, quality assurance, and support mechanisms, the following recommendations are proposed:

1. Strengthen research-to-publication pipelines through structured mentoring and writing support.

2. Implement targeted research capacity-building programs for underperforming colleges and satellite campuses.
3. Enhance incentives linked specifically to reputable journal publications and research utilization.
4. Revisit in-house review mechanisms across all academic units.
5. Sustain and scale research support services, including plagiarism checks, publication reimbursement, and conference grants.
6. Align research targets with unit capacity to ensure realistic and equitable performance expectations.

The Fiscal Year 2025 research accomplishments demonstrate a strong, active, and outcome-oriented research culture within the institution. While research productivity and impact indicators show substantial gains, achieving a more balanced distribution of outputs across colleges and campuses remains a strategic priority. Continued institutional support, differentiated capacity-building, and quality-focused interventions will be essential in sustaining momentum and strengthening the institution's research performance moving forward.

Building on the gains achieved in 2025, the University aims to further strengthen research productivity and impact through the following targets:

19

RESEARCH OUTPUTS UTILIZED BY STAKEHOLDERS

101

COMPLETED RESEARCH OUTPUTS

100%

ACHIEVEMENT OF PUBLICATION TARGETS IN INTERNATIONALLY REFEREED AND CHED-RECOGNIZED JOURNALS

These targets reflect the University's commitment to producing high-quality research that not only advances scholarly knowledge but also creates meaningful impact for communities, institutions, and society.

K. RESEARCH INSTITUTES

CNU's research institutes continued to demonstrate a strong commitment to advancing knowledge, innovation, and community engagement through impactful research publications, scholarly collaborations, and capacity-building initiatives. Throughout the year, the institutes collectively published 14 papers, completed 40 research projects, pursued 59 ongoing research studies, and conducted 8 training programs, all of which contributed to academic excellence and professional development.

Among the institutes, the Research Institute for Ageing and Health (RIAH) and the Institute for Research in Innovative Instructional Delivery (IRIID) emerged as major contributors in research productivity, completing a significant number of studies and sustaining a high volume of ongoing research projects.

The Research Institute for Computational Mathematics and Physics (RICMP) and the Research Institute for Tropical Biology and Pharmacological Biotechnology (RITBPB) likewise strengthened the university's research agenda through scholarly publications, specialized investigations, and training activities that supported both institutional and community development.

These accomplishments reflect CNU's continuing dedication to fostering a vibrant research culture that responds to emerging societal needs and promotes evidence-based innovation. The combined efforts of the research institutes highlight the university's growing influence in generating meaningful research outputs, expanding partnerships, and enhancing the competencies of faculty, staff, students, and stakeholders.

As CNU moves forward, the research institutes remain steadfast in pursuing excellence, interdisciplinary collaboration, and transformative initiatives that advance national development and global knowledge.

Institute	Publication	Completed Papers	Ongoing Papers	Trainings Conducted
RICMP	6	1	2	1
RIAH	6	12	27	3
RITBPB		2	2	2
IRIID	2	25	28	2
TOTAL	14	40	59	8

1. RESEARCH INSTITUTE FOR COMPUTATIONAL MATHEMATICS AND PHYSICS (RICMP)

The institute director, chairs, and RICMP research affiliates have earned the following citation records:

Name	H-Index	i10-index	Total Number of Citations	Number of Citations in 2025
Dr. Roberto B. Corcino	19	31	1054	105
Dr. Cristina B. Corcino	12	17	486	60
Dr. Edward Kiunisala	8	8	238	53
Mr. Jay M. Ontolan	6	1	72	5
Dr. Allan Roy Elnar	4	2	53	10
Mr. Gibson Maglasang	3	0	23	4
Mr. Karl Patrick Casas	2	0	8	2

Scan QR code to access the full RICMP report.



2. RESEARCH INSTITUTE FOR AGEING AND HEALTH (RIAH)

The institute has published six research outputs in 2025.

No	Title	Author/s	Date Published	Journal	Indexing
1	The impact of community listening sessions on navigating life challenges and enhancing resilience in older adults	Jezyl Cutamora, Rose Constantino, Ma. Mayla Imelda Lapa, Lovelyn Tipon, Laarne Pontillas, Antonieta Obiedo, Rhona Marie Noquiao, Jose Mari Louis Alforque, Julius Daño, Daisy Palompon & Laurence Garcia	2025	Discover Public Health	Scopus

Scan QR code to access the full RIAH report.



3. RESEARCH INSTITUTE FOR TROPICAL BIOLOGY AND PHARMACOLOGICAL BIOTECHNOLOGY (RITBPB)

The institute has two completed research outputs under the GROWTH Lab project

i. (2025). **Plant Gums and Resin in South and South-East Asia: A Scoping Review on Ethnomedicinal, Pharmacological, and Pharmaceutical Applications** (*update: for publication in Scopus indexed journal*).

ii. (2025). **How Is Southeast Asia G.R.O.E.ing? A Review of Market Trends, Sustainable Harvesting Practices, and Industrial Applications of Gums, Resins, Oils, and Exudates** (*update: for publication in Scopus indexed journal*)



Scan QR code to access the full RITBPB report.

4. INSTITUTE FOR RESEARCH IN INNOVATIVE INSTRUCTIONAL DELIVERY (IRIID)

The institute has two research publications.

Paper Title	Authors	Journal	DOI
Printed Modular Instruction in Oral Communication: English Teachers' Voices	Monique Cordova, Jevie Gantalao, & Vicente Rondubio	Psychology and Education: A Multidisciplinary Journal	https://doi.org/10.70838/pemj.360506
Teaching reading comprehension and vocabulary using memes	Monique Cordova, Edgar Badanoy, Isabelo Genegaboas	Frontiers in Education	Volume 10 - 2025 https://doi.org/10.3389/feduc.2025.1467522



Scan QR code to access the full IRIID report.



III

EXTENSION

The Extension Services Office of Cebu Normal University emerged as a driving force in advancing transformative community engagement, strengthening institutional partnerships, and delivering responsive extension programs that created meaningful and lasting impact. Guided by the mandate of the Commission on Higher Education and aligned with the Sustainable Development Goals (SDGs), the office redefined communities not merely as beneficiaries, but as active partners in development and social transformation.

Through strong collaboration with government agencies, local communities, schools, and private organizations, the office advanced quality education, community empowerment, and social inclusion. Throughout the year, the office exceeded its performance targets across all key indicators, reflecting CNU's unwavering commitment to relevance, inclusivity, and excellence in public service. But more than a year of exceeding targets, 2025 became a story of collaboration, service, and transformation, further strengthening CNU's role as a catalyst for community empowerment and national development.

The accomplishments of 2025 highlight a year of innovation, meaningful engagement, and shared impact, reinforcing CNU's mission of transforming lives through service and collaboration.

A. EXTENSION PROJECTS

In 2025, the Extension Services Office of Cebu Normal University demonstrated exceptional performance in advancing community engagement, strengthening institutional linkages, and delivering impactful extension programs.

It redefined what it means to engage communities, not merely as beneficiaries, but as active partners in transformation.

Anchored in the Commission on Higher Education mandate and aligned with the Sustainable Development Goals (SDGs), the Extension Services Unit's work throughout the year reflected a deep commitment to relevance, inclusivity, and sustainable impact. The unit significantly exceeded all performance targets, reinforcing CNU's role as a leader in transformation extension services.

What began as a set of ambitious targets quickly evolved into a story of exceeding expectations. The office set out to build 17 active partnerships. By the year's end, it had cultivated 41 dynamic collaborations, achieving 241% of its target.

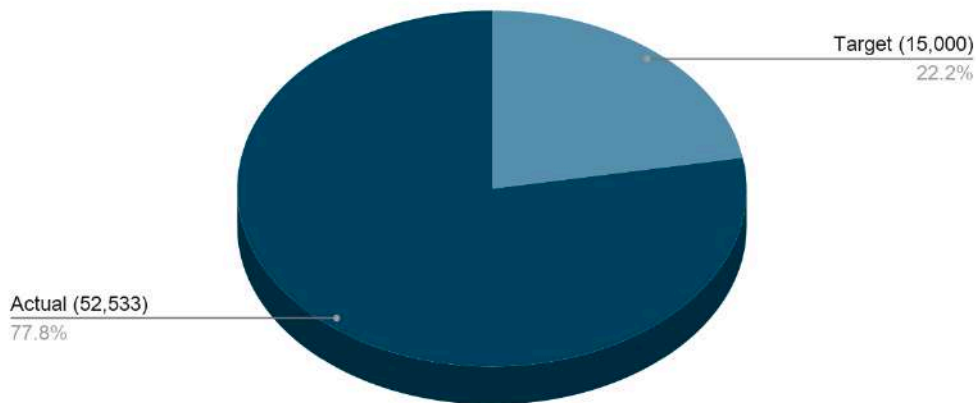
These partnerships spanned local government units, national agencies, schools, and private organizations, strengthening SDG 17 or Partnerships for the Goals and forming a vibrant network united by a shared goal, which is community empowerment.

Community Partners with Memorandum of Agreement
Government Agencies
1. Department of Education
A. San Roque National High School, Talisay City
B. City Central National High School
C. Labangon Elementary School
D. Don Sergio Osmena Sr. Memorial National High School
E. Talisay City National High School
F. Biasong Elementary School, Balamban, Cebu
G. Department of Education - Cebu Province (Alegria, Ginatilan, Moalboal)
H. Buanoy National High School
I. Abellana National High School

II. Bureau of Jail Management and Penology Region VII - Naga City Jail
III. Local Government Units
A. Barangays
A.1 Brgy. San Antonio, Cebu City
A.2 Brgy. Basak, Lapu-lapu City, Cebu
A.3. Brgy. Buanoy, Balamban, Cebu
A.4. Brgy. Sunog, Balamban, Cebu
A.5 Brgy. Nangka, Balamban, Cebu
A.6 Brgy. Daanglungsod, Medellin, Cebu
A.7 Brgy. Maharuhay, Medellin, Cebu
A.8 Brgy. Caputatan Norte, Medellin, Cebu
A.9 Brgy. Pooc, Talisay City, Cebu
A.10 Brgy. Pulpogan, Consolacion, Cebu
A.11 Brgy. Tisa, Cebu City
A.12 Brgy. San Antonio, Boljoon, Cebu
B. Municipalities
B1. Municipality of Medellin, Cebu
B.2 Municipality of Alcoy, Cebu
B.3 Municipality of Alegria, Cebu
IV. Department of Social Welfare and Development Region VII
Private Organizations
1. Minds on Wheels - Labangon, Cebu City
2. Golden Center of Cebu Incorporated
3. St. Josephine Vannini Home for the Aged - Daughters of St. Camillus - Tigbao, Talamban, Cebu City
4. Seven Sisters Servants of Mary Elderly Home Inc.
Tertiary School
1. Daughters of St. Therese

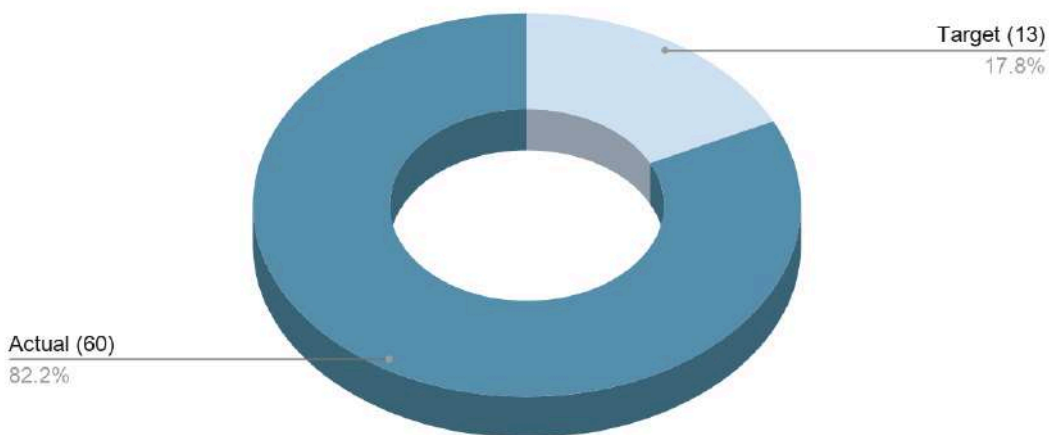
These partnerships became the backbone of a remarkable expansion in training and capacity-building initiatives, boosting Quality Education under SDG 4.

CapDev Beneficiaries



Originally targeting 15,000 trainees, the office reached an impressive actual number of 52,533 individuals, achieving 349% of the university's goal. This surge was made possible by adopting flexible learning approaches, combining face-to-face engagement with blended and digital modalities. Faculty members played a pivotal role, extending their expertise beyond the classroom and into communities, ensuring that knowledge remained accessible and responsive to real-world needs.

Extension Programs



Equally notable was the expansion of extension programs. From an initial target of 13 projects, the office successfully implemented 60 extension initiatives, surpassing expectations by 461%. These projects were not confined to mandated priorities; instead, they evolved in response to emerging community concerns. Whether addressing educational gaps, supporting marginalized sectors, or promoting local development, each initiative reflected a participatory approach, one that valued community voices and fostered shared ownership.

Despite the rapid growth in scale and scope, quality remained uncompromised. This was evident in the **98% beneficiary satisfaction rate, far exceeding the target of 87%**. Behind this achievement was a robust quality assurance system, coupled with a strong emphasis on professional service delivery.

Programs were carefully designed, implemented, and evaluated to ensure that they truly met the needs of the communities they served. The result was not only high satisfaction but also a lasting impact, reflecting CHED's standards of excellence and SDG 10 (Reduced Inequalities).

Several key factors enabled these accomplishments. The office's proactive approach to partnership-building created a strong foundation of trust and credibility. Its willingness to innovate, particularly in adopting flexible training modalities, allowed it to reach more people than ever before. At the same time, its responsiveness ensured that programs remained relevant, even as community needs evolved. Above all, a consistent focus on quality and beneficiary-centered design ensured that growth did not come at the expense of effectiveness.

The Extension Office had done more than meet its targets, it had set a new standard for excellence. Its work not only advanced CNU's mission, but also contributed meaningfully to national development priorities and the braided global agenda embodied in the SDGs.

The story of 2025 is, ultimately, a story of connection, between the university and its partners, between knowledge and practice, and between service and impact. Moving forward, the Extension Services Office stands poised to build on this momentum, continuing to transform lives and communities through purposeful engagement and sustained collaboration.



IV

A CADEMIC PROGRAMS

To enhance the quality of education and ensure its responsiveness to emerging trends, Cebu Normal University (CNU) remains steadfast in equipping its faculty with targeted training aligned with its four core functions: research, curriculum development, instruction, and extension.

Through collaborative initiatives involving university units and external partners, students are actively engaged in programs that expand their academic experiences and enrich their cultural perspectives.

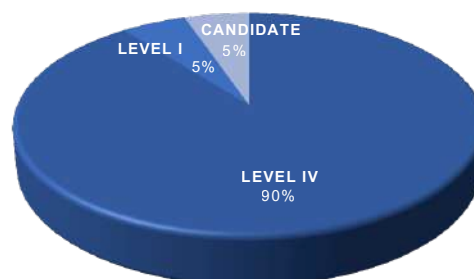
By continuously strengthening its academic programs, CNU fosters globally competent faculty while providing students with meaningful opportunities for impactful learning and engagement that transcend local and international boundaries.

A. PROGRAM ACCREDITATION

Cebu Normal University stays true to its commitment to academic excellence as evident in the number of accreditations in its programs across three campuses. In 2025, CNU's 46 programs were accredited/re-accredited by the Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACUP), a 31.43% increase from 35 accredited programs in 2024. The 46 programs include three (3) with Level I, eight (8) with Level II, seven (7) with Level III, and 28 with Level IV. The university has four programs vying for accreditation.



COLLEGE OF TEACHER EDUCATION

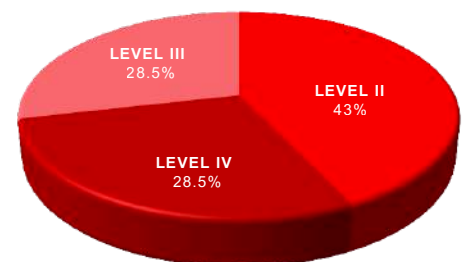


PROGRAMS	LEVEL
Bachelor of Secondary Education (English, Math, Science, Values, Filipino)	Level IV
Bachelor of Elementary Education	Level IV
Bachelor of Physical Education	Level II - Reaccredited
Bachelor of Technology and Livelihood Education	Level IV
Bachelor of Culture and Arts Education	Candidate
MAED in English Language Teaching	Level IV
MAED in Mathematics	Level IV
MAED in Science Education	Level IV
MAED Social Studies	Level IV
MAED Filipino Language Teaching	Level IV

PROGRAMS	LEVEL
MAED Physical Education	Level IV
MAED Home Economics	Level IV
MAED Educational Leadership	Level IV
MAED Technology and Livelihood in Education	Level IV
Doctor of Education in English Language Teaching	Level IV -Re-accredited
Doctor of Education in Science Education	Level IV -Re-accredited
Doctor of Education in Educational Leadership	Level IV -Re-accredited
Doctor of Education in Filipino Language Teaching	Level IV -Re-accredited
Doctor of Philosophy in Research and Evaluation	Level IV -Re-accredited



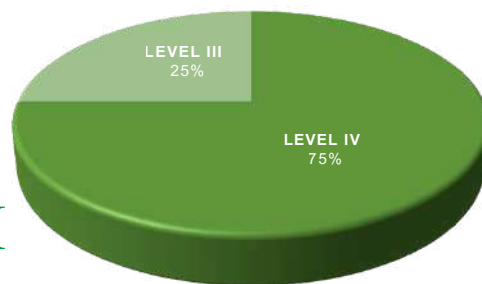
COLLEGE OF CULTURE, ARTS, AND SPORTS



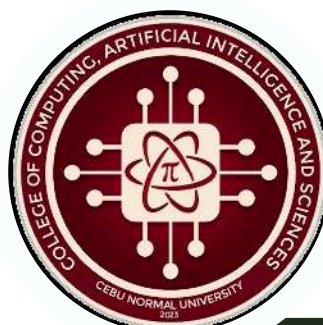
PROGRAMS	LEVEL
Bachelor of Arts in English Literature	Level III Re-Accredited
Bachelor of Arts in Literature	For Level IV Phase II Compliance submission
Batsilyer ng Sining sa Filipino	Level III Re-Accredited
Masterado ng Sining sa Filipino	Level II Re-Accredited
Master of Arts in Communication	Level II Re-Accredited
Master of Arts in Literature	For Level IV Accreditation Visit
Doctor of Arts in Literature and Communication	Level II Re-Accredited



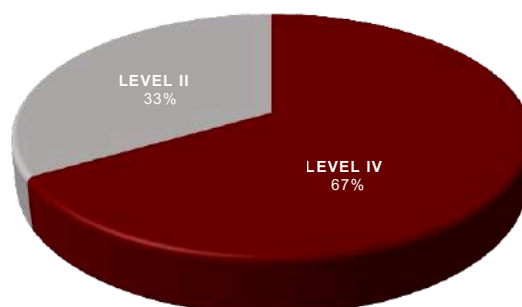
COLLEGE OF NURSING AND ALLIED HEALTH SCIENCES



PROGRAMS	LEVEL
Bachelor of Science in Nursing	Level IV
Master of Science in Nursing- Majors in Nursing, Maternal and Child Nursing, Community Health Nursing, Gerontology Nursing	Level IV
Master in Nursing- Majors in Nursing, Maternal and Child Nursing, Community Health Nursing, Gerontology Nursing	Level IV
Doctor of Science in Nursing major in Gerontology Nursing	Level III- Reaccredited



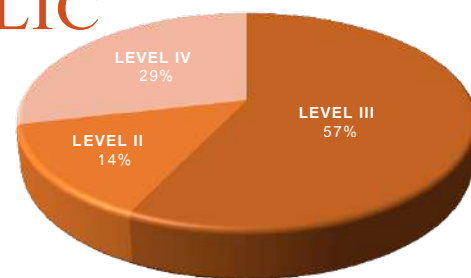
COLLEGE OF COMPUTING, ARTIFICIAL INTELLIGENCE, AND SCIENCES



PROGRAMS	LEVEL
Bachelor of Science in Biology with Field of Specialization in Environmental Biology, Zoology	Level IV
Bachelor of Science in Chemistry	Level IV
Bachelor of Science in Mathematics	Level IV
Bachelor of Science in Physics	Level IV
Master of Science in Mathematics	Level II
Master of Science in Environmental Biology	Level II



COLLEGE OF PUBLIC GOVERNANCE, SAFETY, AND SUSTAINABILITY



PROGRAMS	LEVEL
Bachelor of Public Administration	Level II
Bachelor of Arts in Political Science	Level III
Bachelor of Arts in Psychology	Level III
Master of Arts in Public Administration/ Master of Public Administration	Level IV
Master of Library and Information Science	Level III
Doctor of Public Administration	Level IV
Master of Arts in Guidance and Counseling	Level III



COLLEGE OF TOURISM, HOSPITALITY AND HOTEL MANAGEMENT



PROGRAMS	LEVEL
Bachelor of Science in Tourism Management major in Travel and Hospitality Service Management and Sustainable Tourism Management	Level II



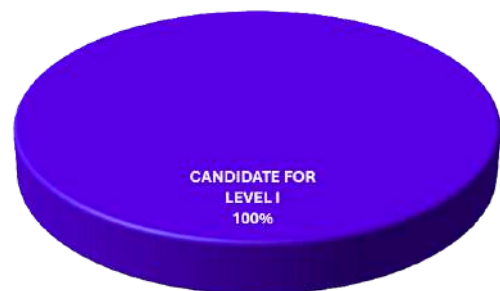
CNU BALAMBAN CAMPUS



PROGRAMS	LEVEL
Bachelor of Science in Tourism Management major in Travel and Hospitality Service Management and Sustainable Tourism Management	Level I
Bachelor of Secondary Education major in English	Level I
Bachelor of Elementary Education	Level I



CNU MEDELLIN CAMPUS



PROGRAMS	LEVEL
Bachelor of Science in Tourism Management major in Travel and Hospitality Service Management and Sustainable Tourism Management	Candidate for Level I
Bachelor of Secondary Education major in English	Candidate for Level I
Bachelor of Elementary Education	Candidate for Level I



COLLEGE OF SPECIAL NEEDS, EARLY CHILDHOOD EDUCATION AND LIFELONG LEARNING



PROGRAMS	LEVEL
Bachelor of Early Childhood Education	LEVEL IV
Bachelor of Special Need Education	LEVEL IV
Master of Arts in Education Major in Early Childhood Education	LEVEL IV
Master in Special Education Major in Intellectual Disability	LEVEL IV
Master in Special Education Major in Hearing Impairment	LEVEL IV
Doctor of Education Major in Alternative Learning System	LEVEL IV
Doctor of Education Major in Early Childhood Education	LEVEL IV



COLLEGE OF LAW



PROGRAMS	LEVEL
Juris Doctor(4yrs-Curriculum)	Level 1 - Government Permit
Juris Doctor (5yrs-Curriculum)	Level 1 - Government Permit
Ladderized Master of Legal Studies - Juris Doctor	Level 1 - Government Permit

B. CURRICULUM ENHANCEMENT

To remain responsive to the nation's changing needs, the university continually strengthens and updates its academic programs to align with emerging demands and industry expectations. Through various strategic initiatives, the institution is committed to developing graduates who are not only academically competent but also professionally competitive and socially responsible members of society.



CNU-VSMMC COM | Training on the newly delivered task trainers | January 27, 2025

CNU-VSMMC College of Medicine | Instructional Design in Medical Education and Integration of Universal Health Care into the Medical Curriculum
April 3, 2025



CCAS | COPC Reapplication for the Master of Arts in Communication and Doctor of Arts in Communication | June 30, 2025.

CNU-VSMMC COM | Ready, Set, Sim: Equipping Medical Educators for Simulation-Based Teaching
July 28-29, 2025



CCAS | COPC Application for Doctor of Philosophy in Filipino and COPC Re-Application for Masterado sa Sining ng Filipino | August 14, 2025.

CCAS | COPC Application for Doctor of Arts in Literature and COPC Re-Application for Master of Arts in Literature | August 20, 2025



CCAS | COPC Application for Bachelor of Science in Exercise and Sports Sciences major in Fitness and Sports Management | September 23, 2025



CCAIS | Curriculum workshop for faculty members titled "Realigning CNU Vision-Mission to Program Outcome" | September 24, 2025

CTE | Training workshop with technical experts on curriculum review with thesis proposal as outputs November 19-20, 2025



C. STUDENT DEVELOPMENT & PERFORMANCE

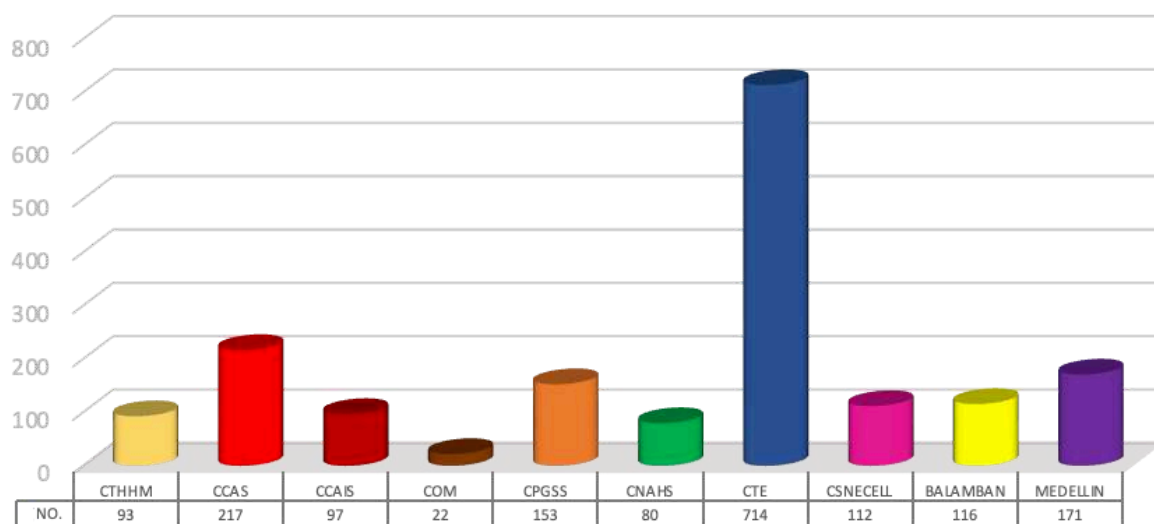
As part of its commitment to holistic student development, the university, through the Student Affairs and Development Office (SADO), the Supreme Student Council (SSC), and various student organizations, continues to provide meaningful platforms that encourage active student engagement, participation, and leadership in significant university-wide initiatives and opportunities. These efforts ensure that students are not only given a voice but are also empowered to maximize their potential and contribute meaningfully to the university community and society at large.

I. GRADUATES

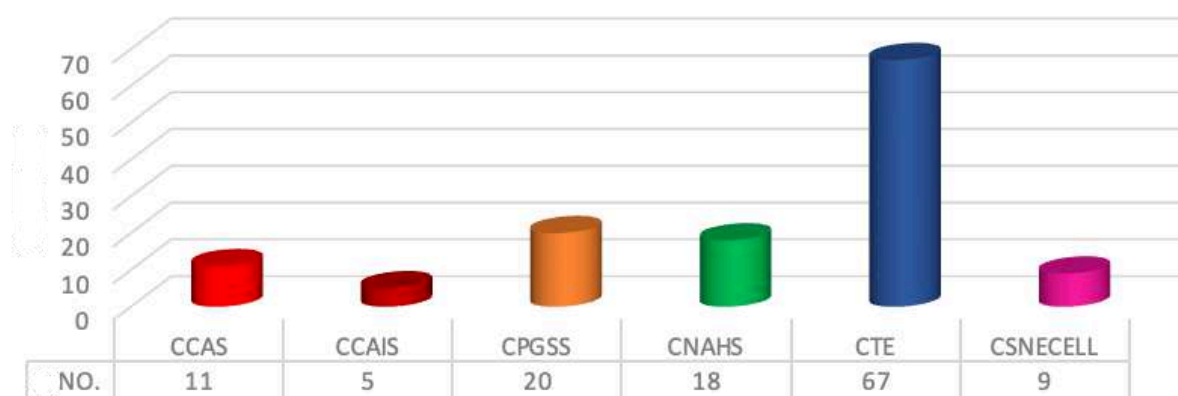
Cebu Normal University produced a total of 1,905 graduates (1,775 for undergraduate studies and 130 for graduate studies) across Main, Balamban, and Medellin campuses. Of the graduates, 1,618 (84.93%) came from the Main Campus, while 116 (6.09%) and 171 (8.98%) were produced by Balamban Campus and Medellin Campus, respectively.

The number of graduates produced by CNU served as a significant metric, reflecting the performance and capacity of its educational system.

A. UNDERGRADUATE STUDIES AND POST-GRADUATE



B. GRADUATE STUDIES

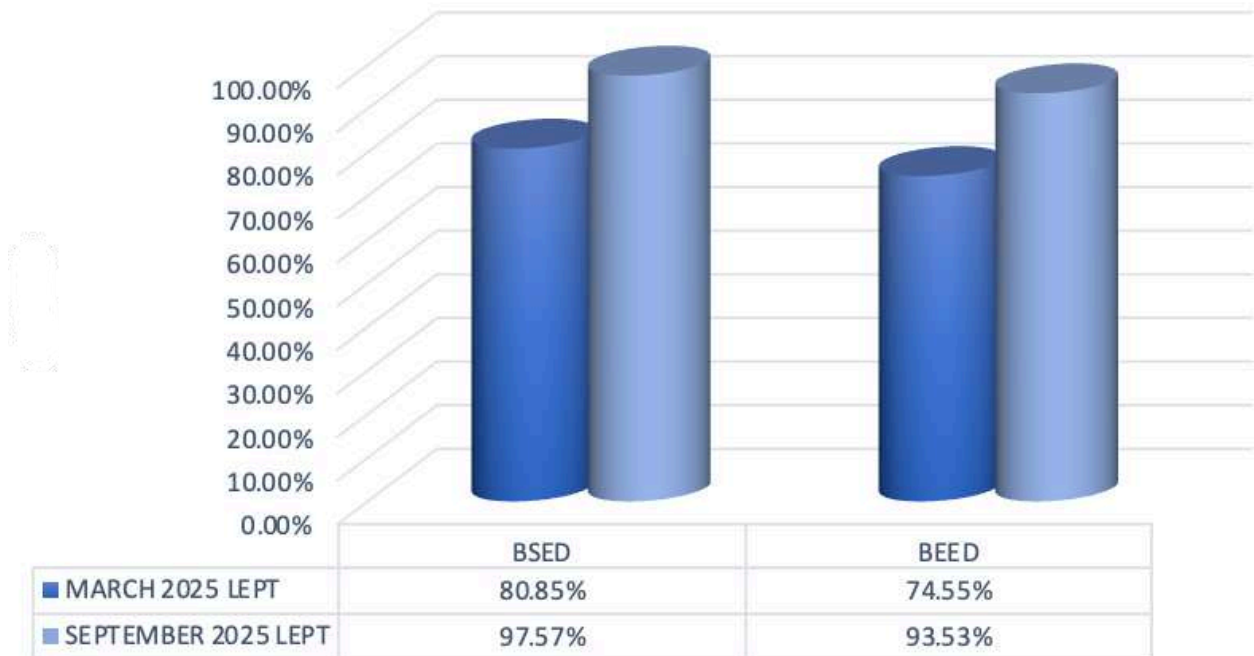


II. LICENSURE EXAMINATIONS

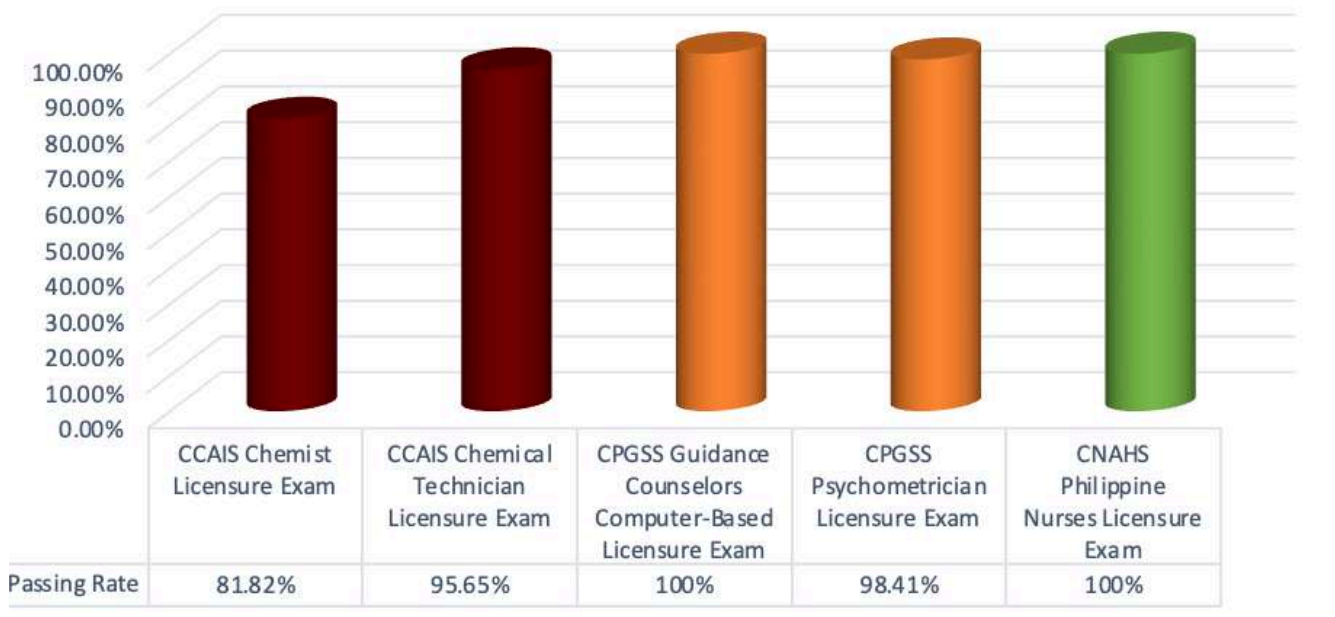
Cebu Normal University (CNU) graduates have once again demonstrated outstanding performance in various licensure examinations in 2025. A total of 56 topnotchers emerged from CNU, A 43.6% increase from 39 topnotchers in 2024. This includes four from the College of Nursing and Allied Health Sciences (CNAHS), 48 from the College of Teacher Education (CTE), and four from the College of Public Governance, Safety, and Sustainability (CPGSS).

STUDENT PERFORMANCE IN GOVERNMENT-ADMINISTERED EXAMINATIONS

A. COLLEGE OF TEACHER EDUCATION



B. OTHER COLLEGES






Congratulations!
College of Teacher Education - Elementary Level

Christel Z. De Los Reyes
1st Placer
November 2025
Licensure Examination for Teachers

Greetings from your CNU Family




Congratulations!
College of Teacher Education - Secondary Level

Jed Vincent R. Abadia
1st Placer
November 2025
Licensure Examination for Teachers

Greetings from your CNU Family




Congratulations!

Darius Kenny Abarca Sasan, RGC
2nd Placer
August 2025 Guidance Counselors
Computer-Based Licensure Examination

Greetings from your CNU Family



NOVEMBER 2025 PHILIPPINE NURSES LICENSURE EXAMINATION (PNLE) TOPNOTCHERS

SEPTEMBER 2025 PSYCHOMETRICIAN LICENSURE EXAMINATION TOPNOTCHERS



SEPTEMBER 2025 LICENSURE EXAMINATION FOR TEACHERS (LET)- ELEMENTARY LEVEL TOPNOTCHERS



SEPTEMBER 2025 LICENSURE EXAMINATION FOR TEACHERS (LET) - SECONDARY LEVEL TOPNOTCHERS



MARCH 2025 LICENSURE EXAMINATION FOR TEACHERS (LET) TOPNOTCHERS

III. STUDENT ACCOMPLISHMENTS

Normalites continued to demonstrate excellence across diverse fields in 2025, earning recognition through numerous awards and achievements at both local and international levels. These accomplishments reflect the university's unwavering commitment to fostering excellence and empowering students to thrive in an increasingly competitive global landscape.

LOCAL



2ND PLACE - CNU ILS' Danielle Sophia Bañez and Adrian Luke Jungao | STeam UP High Quiz Challenge 2025 | January 22, 2025 | UP Cebu

1ST PLACE - Martin Cataluña | Cebu City government's on-the-spot Poster Making Contest in celebration of this year's 35th Civil Registration Month | March 2025



4TH PLACE - Luke Anthony Caballero | Cebu City government's on-the-spot Poster Making Contest in celebration of this year's 35th Civil Registration Month | March 2025

CHAMPION - Aladdin Dion Ibaoc | Essay Writing competition at the 10th International Travel Festival 2025 | March 14-16, 2025 | Cebu City



3RD PLACE - Kyleth Psyche Minoza | Poster Making competition at the 10th International Travel Festival 2025 | March 14-16, 2025 | Cebu City

MR. & MS. DISTRICT MEET 2025 | Xan Xavier Cambonga won Mr. District Meet 2025, and Amber Atillo clinched 1st Runner Up for Elementary Level, while Gavin Ice Esma and Christianne Bon Mones both placed as 4th Runners-Up at the North District II District Meet 2025 September 29-30, 2025 | Cebu City



CHESS WINNERS | Azunzion Mascarinas won gold medal for the high school level, while Noelle Alexis Alison and Angelo Gonzaga both won silver medals, and Paul Josef Elcullada clinched bronze medal for elementary level at the North District II District Meet 2025 | September 29-30, 2025 | Cebu City



SILVER MEDALIST - High School Mixed Category | Scrabble competition at the North District II District Meet 2025 | September 29-30, 2025 Cebu City

REGIONAL



CHAMPION - CNU-VSMC COM | Medical Quiz Bee at the 13th APMC-SN Visayas Regional Assembly 2025 March 1-2, 2025 | Bacolod City

2ND RUNNER UP - CNU-VSMC COM Interscholastic Medical Debate Competition at the 13th APMC-SN Visayas Regional Assembly 2025 March 1-2, 2025 | Bacolod City



OVERALL BEST SPEAKER- Gerriane Faith B. Rizon Interscholastic Medical Debate Competition at the 13th APMC-SN Visayas Regional Assembly 2025 March 1-2, 2025 | Bacolod City

TOP 2 BEST SPEAKER- Jerome Britz M. Leonin Interscholastic Medical Debate Competition at the 13th APMC-SN Visayas Regional Assembly 2025 March 1-2, 2025 | Bacolod City



4TH PLACE - CNU-VSMC COM | Clinico-Pathologic Case (CPC) Conference at the 13th APMC-SN Visayas Regional Assembly 2025 | March 1-2, 2025 Bacolod City



1ST PLACE | Podium Qualitative (Student Category) at the 10th Central Visayas Health Research and Innovation Conference (CVHRIC) May 22, 2025
Tagbilaran City, Bohol

1ST PLACE | Infomercial (Student Category) at the 10th Central Visayas Health Research and Innovation Conference (CVHRIC) May 22, 2025
Tagbilaran City, Bohol



2ND PLACE | Podium Non-Experimental (Student Category) at the 10th Central Visayas Health Research and Innovation Conference (CVHRIC) May 22, 2025 | Tagbilaran City, Bohol

2ND PLACE - CNU-CNAHS | Podium Qualitative (Student Category) at the 10th Central Visayas Health Research and Innovation Conference (CVHRIC) May 22, 2025 | Tagbilaran City, Bohol



3RD PLACE | Experimental Research (Student Category) at the 10th Central Visayas Health Research and Innovation Conference (CVHRIC) May 22, 2025 | Tagbilaran City, Bohol

2ND BEST FILM - Lunhaw ang Bulawan | ARBO Category during the Department of Agrarian Reform's (DAR) Regional Film Festival - Pelikula Agraryo 2025 | June 24, 2025



BEST POSTER & BEST SCREENPLAY - Lunhaw ang Bulawan | Department of Agrarian Reform's (DAR) Regional Film Festival - Pelikula Agraryo 2025 June 24, 2025

BEST DIRECTOR - Chinah Mae Alferez | Department of Agrarian Reform's (DAR) Regional Film Festival - Pelikula Agraryo 2025 | June 24, 2025



BEST ACTRESS - Divine Valmores | Department of Agrarian Reform's (DAR) Regional Film Festival - Pelikula Agraryo 2025 | June 24, 2025



NATIONAL



WRITING CHAMPS - Ang Suga Publication

Two championship titles in Developmental Feature Reporting, and Multimedia Journalism; 2nd place in News Writing, and 3rd place in Developmental Feature Reporting at the OSSEI National Conference in Campus Journalism and 19th Writing Competition
March 13-15, 2025 | Baguio City

TOP 1 and Natatanging Mag-Aaral sa Larangan ng Akademiko - Mark Jebrick Ilustrisimo | Mga Natatanging Mag-aaral Ng Medisina Ng Pilipinas (MMMP) at the 8th APMC-SN National Convention
May 2025 | Iloilo City



TOP 2 and Natatanging Mag-Aaral sa Larangan ng Liderato - Grescelle Gonzaga | Mga Natatanging Mag-aaral Ng Medisina Ng Pilipinas (MMMP) at the 8th APMC-SN National Convention
May 2025 | Iloilo City

9TH PLACE | Dr. Fernando Sanchez Ten Outstanding Medical Student Organizations (TOMSO) CNU-VSMC VolCorps at the 8th APMC-SN National Convention | May 2025 | Iloilo City



GOLD - Medicine Student Council | Seal of Good Governance Award at the 8th APMC-SN National Convention | May 2025 | Iloilo City

9TH PLACE | National Medical Quiz Bee at the 8th APMC-SN National Convention
May 2025 | Iloilo City





2ND PLACE - CNU-VSMMC COM | 4th Tagisan ng Galing Inter-University Biochemistry Quiz Bee
June 28, 2025 | Tagbilaran City, Bohol

2025 DOST-PCHRD Undergraduate Thesis Grant in Natural Products | “Green Carbon Dots from *Ehretia microphylla* Lam. (Tsaang Gubat) Leaves for In Vitro Antioxidant, Anti-inflammatory, and Antiglycation Potentials Against Photo-Induced Skin Aging.”
August 1, 2025



Approved for funding under the 2025 DOST-National Research Council of the Philippines (NRCP) Young Scientist Research Grant, Division V | Biological Sciences for their research titled In Silico and In Vivo Antihyperglycemic Property of Tuba-tuba (*Jatropha curcas* L.) Latex in Type II Diabetic Mice (*Mus musculus* L.) | December 2025

INTERNATIONAL



1ST PLACE - Seoul Sight by CNU Film Media Students | 2025 Korean Film Festival Short Film Competition | July 21, 2025

3RD PLACE - CNU Chorale | Ethnic Category at the 21st Busan International Choral Festival and Competition | October 30 to November 2, 2025
Busan, South Korea



TWO GOLD DIPLOMAS - CNU Chorale | Pop and Acapella Category and Ethnic/Traditional Music Category at the 21st Busan International Choral Festival and Competition | October 30 to November 2, 2025 | Busan, South Korea

IV. STUDENT DEVELOPMENT ACTIVITIES

Reinforcing its commitment to student growth and holistic development, the university, through the Student Affairs and Development Office (SADO) and the various colleges, remained proactive in providing meaningful learning opportunities that nurture students' academic, personal, and leadership capacities. These initiatives are designed to help every student maximize their potential and develop the competencies needed to succeed and contribute meaningfully to society.



Teaching Interns and Parents Orientation | January 07, 2025 | CNU Medellin Campus

Teaching Interns and Parents Orientation | January 11, 2025 | CNU Main Campus



The Eureka Quest | January 14-February 5, 2025 | CNU Main Campus

CCAIS 2nd General Assembly
January 16, 2025 | Tandang Sora Hall



Teaching Interns Pinning Ceremony | January 17, 2025
CNU Main Campus

CNU-VSMCM COM - Project Tuli | April 3, 2025



Career Orientation Seminar by JOBS180
April 4, 2025 | Zoom

CNU-VSMCM COM Project Pag-agak by Students
April 5, 2025



CNU Job Fair 2025 | April 23, 2025 | Idea and Knowledge Center



CNU tutors, youth development workers undergo CapDev
April 25, 2025

Recognition Day for graduating students
May 21-22, 2025 | Idea and Knowledge Center



Preclinical clerkship training | May 23-30, 2025

CNU-VSMMC COM Freshmen Orientation
July 8-9, 2025



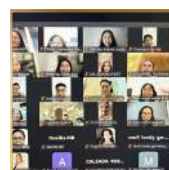
CNU Orientation for Freshmen and Transferee Students
July 14, 2025

2nd UFTE Pathway: A Capacity Development for Tourism
and Hospitality Faculty Members | July 24-26, 2025



MedTalks: Episode 1 – “Caring Without Crashing: A Guide
for the Tired and Trying” | August 2, 2025

College of Law Student Orientation | August 9, 2025
Idea and Knowledge Center



CNU-VSMMC COM - A Mentoring Orientation for freshmen
August 15, 2025

Pagpadayon: Transformational Leadership for Future
MDs | August 21, 2025



CNU-VSMMC COM Onsite Advance PLE Coaching
August 23, 2025

UNESCO International Assembly of Youth for UNESCO
(Y4U) | November 21-23, 2025 | Nasugbu, Batangas



Virtual Recognition Day - UGS Academic Achievers 2025
November 27-28, 2025



“Project HARANA” or Hosting ASEAN Readiness, Agility, Nationalism, and Authenticity | December 2-4, 2025

Department of Chemistry, Physics, and Mathematics
Pinning and Laboratory Coat Donning Ceremony 2025
December 12, 2025 | ILS Stage



V. FACULTY & STAFF DEVELOPMENT & ACTIVITIES

Reinforcing its commitment to student growth and holistic development, the university, through the Student Affairs and Development Office (SADO) and the various colleges, remained proactive in providing meaningful learning opportunities that nurture students’ academic, personal, and leadership capacities. These initiatives are designed to help every student maximize their potential and develop the competencies needed to succeed and contribute meaningfully to society.



CNU LMS Faculty Training | February 24, 2026
CNU SPED Center

Three-day workshop on Statistical Methods and Data Analysis | March 17-19, 2025



Benchmarking at Eastern Visayas State University (EVSU)
April 25, 2025

Dr. Jarungchai S. Vatanagul served as a resource speaker for the International Webinar titled “Improving Clinical Practice in Hypertension: A Global Perspective on Best Practice Management.” | April 27, 2025



Roll-out Program of the newly-approved Policies, Standards, and Guidelines (PSGs) of the Legal Education Board (LEB) at the West Visayas State University (WVSU) in Iloilo | May 2, 2025

Scan QR code to access the digital copy of the Annual Report 2025 for the full list of activities





TECHNOLOGY-INCLUSIVE INSTITUTION

In 2025, Cebu Normal University continued to strengthen its vision of becoming a technologically inclusive and future-ready institution through the advancement of its Smart Campus initiatives. Anchored on innovation, digital transformation, and accessible learning environments, the University pursued strategic infrastructure and technology modernization projects designed to enhance academic delivery, campus operations, and stakeholder engagement.

A major milestone in this effort was the ongoing implementation of the CNU Smart Campus Project, which reflects the University's commitment to integrating smart technologies into its educational ecosystem. As of 2025, the Student Smart Hub reached 36.57% completion, providing a foundation for more connected, efficient, and student-centered services and learning spaces. Complementing this initiative is the ICT Modernization Project, which recorded 4% completion and aims to upgrade the University's digital infrastructure, strengthen connectivity, and improve institutional efficiency through enhanced information and communication technology systems.

These developments underscore CNU's dedication to creating an inclusive academic environment where technology empowers learners, faculty, staff, and communities. Through these initiatives, the University continues to adapt to the evolving demands of higher education while fostering innovation, accessibility, and digital excellence.

A. SMART CAMPUS

In 2025, Cebu Normal University continued to accelerate its transformation into a technology-inclusive institution through the strategic rollout of the 947.83-million CNU Smart Campus Project, a flagship initiative designed to modernize infrastructure, streamline digital services, and enhance stakeholder experience across the academic community.

Anchored on innovation, accessibility, and operational efficiency, the project reflects the University's commitment to building a digitally empowered learning environment that supports instruction, research, governance, and student services.

As of this reporting period, the Student Smart Hub has reached 36.57% completion, based on data validated by the Project Management Unit (PMU). This development marks critical foundational steps toward a fully integrated smart campus ecosystem.

While modernization efforts are in early phases, the significant progress in the Student Smart Hub reflects prioritization of learner-centered digital spaces.



Dr. Daniel Ariaso Sr., CNU administrative officials, staff, students, and Lancaster Technology and Development Corporation (LTDC), the project contractor, grace the groundbreaking and time capsule laying ceremony.

After the program was launched on January 20, 2026, the first model of the SMART classroom was unveiled to the public on August 26.

The modernized e-classroom is equipped with an interactive SMART TV board and air-conditioning units, fluted panel walls, and tiled floors. CCTV cameras, biometric door access, audio systems, and high-speed internet connectivity will also be among the key features to be installed in the classrooms.



B. INFORMATION AND COMMUNICATION TECHNOLOGY (ICT) MODERNIZATION

ICT Progress at a Glance

Designed to strengthen infrastructure, modernize ICT systems, and improve stakeholder experience, the CNU Information and Communications Technology (ICT) Modernization Project serves as a foundational pillar in positioning the university as a forward-thinking, globally competitive institution.

The P998.86-million ICT project is a cornerstone initiative that reinforces the university's commitment to innovation, operational excellence, and inclusive access to technology.

The university's ICT Modernization efforts currently stand at 4% after the project broke ground on June 13, 2025. It is part of the university's effort in creating a CNU SMART Campus, wherein classrooms are equipped with the latest technology, creating a more efficient learning environment for students.

Strengthening Digital Infrastructure

A core driver of digital inclusion is ensuring faculty members, students, units, and offices are equipped with high-performance tools.

The university disbursed a total of P27,989,000 for the purchase of 358 computer and laptop units. To date, 103 out of 123 computer sets have been released, achieving 83% distribution across university units and offices. Also, 184 out of 235 Apple MacBook Air M2 units have been deployed to regular faculty members, reaching 78% distribution.

DEPLOYMENT OF NEW ICT EQUIPMENT					
EQUIPMENT	TOTAL AMOUNT	NO. OF UNITS RELEASED	TOTAL NO. OF UNITS	PERCENTAGE	STAKEHOLDERS
XITRIX COMPUTER SET Intel Core i7-14700F 16GB RAM 1TB Storage	P8,302,000	103	123	83%	UNITS & OFFICES
APPLE MACBOOK AIR M2	P19,687,000	184	235	78%	REGULAR FACULTY MEMBERS

These investments significantly enhance productivity, instructional innovation, and digital content creation across colleges and support offices.

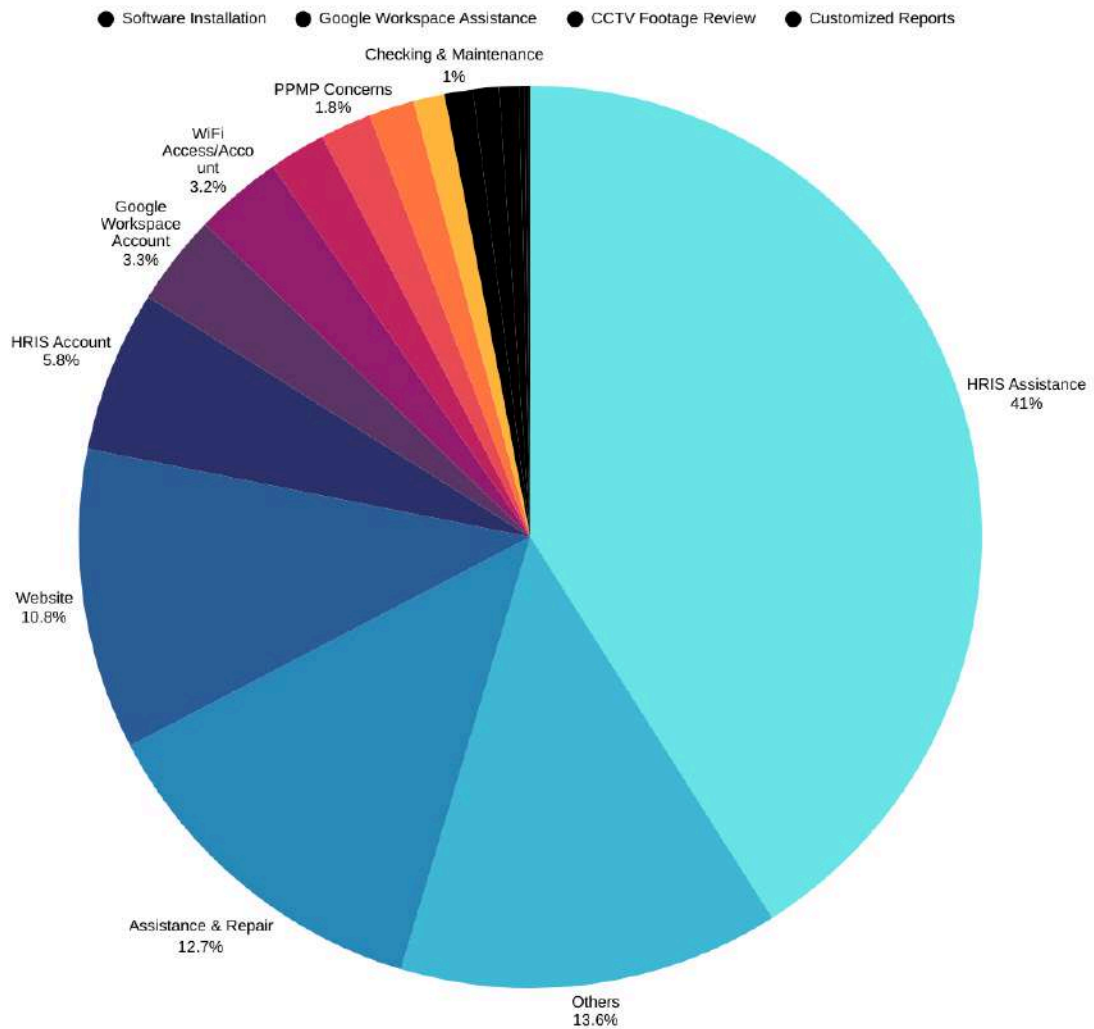
Expanding Digital Services and Support

The increasing demand for ICT-related assistance underscores the growing integration of technology into daily university operations. From January to December 2025, the majority of service requests centered on:

- HRIS Assistance (41%), reflecting expanded use of digital human resource systems.
- Website-related concerns (10.78%)
- Technical assistance and repair services (12.72%)
- Account management for HRIS, Google Workspace, WiFi, and email services.

The data demonstrates a maturing digital ecosystem where stakeholders increasingly rely on integrated systems for efficiency and transparency.

DISTRIBUTION OF OFFICE TASKS		
TASK DESCRIPTION	TOTAL REQUESTS	PERCENTAGE
HRIS Assistance	403	41.00%
Others	134	13.63%
Assistance & Repair	125	12.72%
Website	106	10.78%
HRIS Account	57	5.80%
Google Workspace Account	32	3.26%
WiFi Access/Account	31	3.15%
Online DTR	20	2.03%
PPMP Concerns	18	1.83%
Email Concerns	16	1.63%
Data Request	11	1.12%
Checking & Maintenance	10	1.02%
Web Application	9	0.92%
Software Installation	7	0.71%
Google Workspace Assistance	2	0.20%
CCTV Footage Review	1	0.10%
Request for Customized Reports	1	0.10%



A pie chart representation demonstrates that nearly half of all requests are HRIS-related, reflecting strong institutional reliance on digital human resource systems. The clustering of website, system, and account-related concerns signals increasing integration of cloud-based and online platforms in daily operations. This trend affirms that CNU's digital ecosystem is not only expanding, but actively utilized.

Digital Innovation and Systems Development

Beyond infrastructure upgrades, CNU expanded its digital footprint through the development and deployment of new web-based systems, boosting a smart digital ecosystem.

From January to June 2025, the university through the Information and Communication Technology Unit (ICTU) developed an online appointment management system for clinic laboratory submissions, web-based Job Portal for HRMU online hiring and applications, QR-code camera plugin for the document tracking system, cloud-based interface for monitoring official business and LWOP records; and online accreditation archiving system in the CNU Cloud Portal.

The ICTU also enhanced angularJS features for the Job Order Request System from July to December 2025.

DEVELOPED SYSTEMS	
JAN - JUNE 2025	JULY - DECEMBER 2025
Appointment management system for clinic online laboratory submission	Developed and Deployed the web application for JOB Portal for online posting and online application of hirings from HRMU
Camera plugin FOR QR-code scanner IN document tracking system, to make smart phones /tablets able to received A documents	Deployed the web UI for counting of Official Business, LWOP of all Employees into cloud portal
An online web application for online accreditation archiving in CNU cloud portal	
Angular js features to job order request system	

A timeline graphic accompanying this section highlights a steady cadence of system rollouts, illustrating a shift from manual processes toward integrated, cloud-based automation.

These digital solutions reduce manual processing, strengthen records management, and improve service turnaround time, key indicators of a responsive and technology-driven institution. These are also aligned with institutional efficiency goals under ISO and EOMS standards.

Strengthening Digital Identity and Campus Access

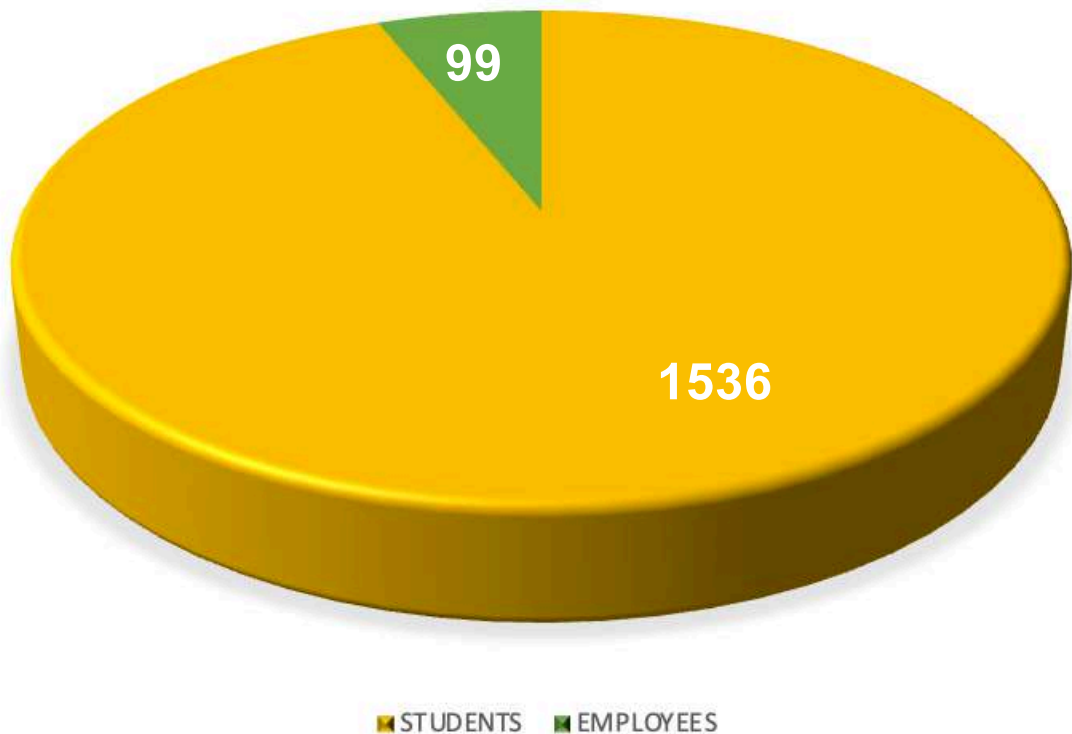
As part of the University's ongoing commitment to building a secure, efficient, and technology-enabled campus environment, the ID System continues to play a vital role in institutional operations. More than a physical identification tool, the system serves as a gateway to academic services, administrative processes, and campus security mechanisms.

By streamlining identity verification and supporting digital access integration, the ID System contributes to improved service delivery, operational efficiency, and stakeholder convenience.

The following data present the distribution of clients served across key University sectors during the reporting period, reflecting the system's reach and utilization within the academic community.

- **Total Clients Served: 1,635**
- **Primary Beneficiary Group: Students (94%)**
- **Secondary Beneficiary Group: Employees (6%)**
- **Alumni Engagement: No recorded utilization**

NUMBER OF CLIENTS FOR ID SYSTEM



The high student utilization rate confirms that the ID System effectively supports core academic operations, campus access, and student services. Employee transactions demonstrate continued operational functionality for workforce identification and system integration. The absence of alumni transactions presents an opportunity to expand alumni services, possibly through alumni ID reactivation programs, campus access privileges, or digital alumni credentialing initiatives.

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CEBU NORMAL UNIVERSITY

Osmeña Boulevard, Cebu City
6000 Philippines