



Republic of the Philippines
NORTHWEST SAMAR STATE UNIVERSITY
6710 Calbayog City

**GUIDELINES ON FORCED RANKING OF DELIVERY UNITS FOR THE
GRANT OF 2015 PERFORMANCE BASED BONUS (PBB)**

1. The following are the Delivery Units of the University:

- 1.1 College of Engineering and Technology
- 1.2 College of Education
- 1.3 College of Management
- 1.4 College of Arts and Sciences
- 1.5 College of Information Technology
- 1.6 Advance Education Services
- 1.7 Support to Operations/Student Affairs Services
- 1.8 Research Services
- 1.9 Extension Services
- 1.10 Administration (Main campus)
- 1.11 Administration (San Jorge Campus)
- 1.12 Higher Education (San Jorge Campus)

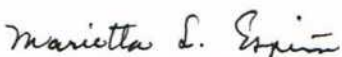
2. Requirements for the Delivery Unit to be included in the forced ranking:


- 2.1 The delivery unit must have achieved an average of at least 90% of their target(s).
- 2.2 The delivery unit must have satisfied 100% of the good governance conditions.
- 2.3 The average accomplishment rating of the Performance Indicators of the respective Delivery Unit shall be the basis of forced ranking.

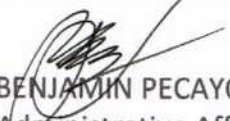
3. The Good, Better and Best delivery units shall be determined according to the hereunder percentages:


Ranking	Performance Category
Top 10%	Best delivery unit
Next 25%	Better delivery unit
Next 65%	Good delivery unit


4. The Performance Management Group reserves the right to utilize additional criteria for the forced ranking of Delivery Units to validate the accomplishments of the delivery units.

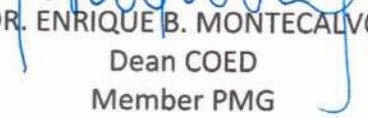

DR. MARIETTA L. ESPINA
VP Research and Extension
Chairman PMG

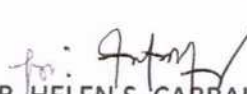

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VP for academic Affairs
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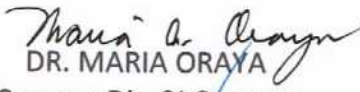

DR. BENJAMIN PECAYO
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Vice Chairman PMG

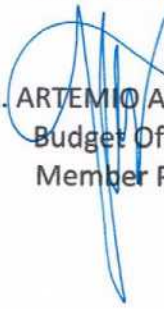

DR. RAMIL S. CATAMORA
Faculty Regent
Member PMG



MR. RAMON P. MAKABENTA
Admin Officer III-HRMO
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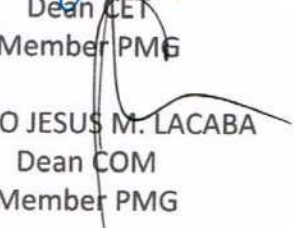

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DR. HELEN S. CABRAL
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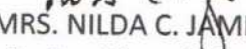

DR. MARIA ORAYA
Campus Dir. SJ Campus
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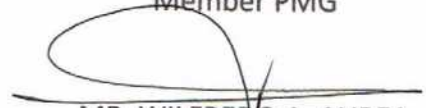

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