



Republic of the Philippines  
SULTAN KUDARAT STATE UNIVERSITY  
Isulan Campus, Isulan, Sultan Kudarat, 39005  
Province of Sultan Kudarat



OFFICE OF THE CAMPUS DIRECTOR

TO/FOR: College Deans Date: 02.11.2020  
Subject: Attached phone flavor of

Action/s Needed:

- for your information and perusal  
 for appropriate action/compliance  
 for comments/suggestion/recommendation  
 for signature/Approval  
 please come for a meeting/briefing

Remarks:

ELMER C. BUENAVIDES, DIT  
Campus Director

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CAMPUS DIRECTOR'S OFFICE

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Date 3/13/20

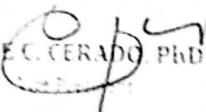
O Casper Dietrich/Dear  
attached issue Advisory

Re: C. Cerado

  
Ernie C. Cerado, PhD  
University of San Carlos  
Cebu City, Philippines  
Date: March 13, 2020

Remarks:

For your information  
and appropriate action.

ERNE C. CERADO, PhD  


SKSU-ISOLAN  
RECEIVES  
3/16/2020

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**PHILIPPINE ASSOCIATION OF STATE UNIVERSITIES AND COLLEGES**  
No. 142 Sct. Rallos Ext., Brgy. Sacred Heart, Diliman, Quezon City  
Tel. Nos. 8376-6213 and 8376-6217; Fax No. 8376-6215  
Email address: pasuoffice@gmail.com



**PASUC ADVISORY NO. 31, s. 2020**

For : All SUC Presidents/Heads

From : Dr. Tirso A. Ronquillo  
President

Subject : **APPLICATION OF "NO QUANTUM LEAP POLICY" IN THE RECLASSIFICATION AND APPOINTMENT OF FACULTY MEMBERS UNDER NBC NO. 461 7TH CYCLE**

Date : March 11, 2020

PASUC interposes an appeal on behalf of faculty members who were affected by the "No Quantum Leap Policy" in its letter to the Department of Budget and Management (DBM) dated February 6, 2020.

PASUC strongly argues that this policy finds no application to faculty reclassification and/or promotion in view of Civil Service Commission (CSC) Memorandum Circular No. 18, s. 2016 re: Policy Guidelines on the Three-Salary Grade Limitations on Promotion, reiterated in the Omnibus Rules on Appointment and Other Human Resources Action (ORAOHRA) 2017 amended in 2018 and Commission on Higher Education (CHED) En Banc Resolution No. 705-2019 dated November 12, 2019.

During a meeting among CHED, DBM and PASUC on January 16, 2020, CHED mentioned of an issued CEB resolution clarifying that the respective Board of Trustees/Regents of each SUC has the discretion to identify which accomplishments in the area of teaching, research and publication, and extension will be given emphasis to qualify for quantum leap.

In response, DBM wrote to CHED on February 17, 2020 asking clarifications if the "no quantum leap policy" will no longer be adopted in the evaluation of the NBC No. 461 7<sup>th</sup> Cycle Evaluation and refers for appropriate action the requests of affected faculty personnel. To date, PASUC is awaiting further advise from DBM and CHED.

Attached herewith is the letter of PASUC to DBM on the matter and copy of letter from DBM OPCCB Director Gerald R. Janda to CHED, for your information and guidance.

Let us continue to work together in addressing our common concerns and challenges as we carry out our institution's mandate towards achieving our respective vision and mission.

  
**TIRSO A. RONQUILLO, ASEAN Eng.**  
President

cc: DBM Regional Directors  
CSC Regional Directors

MAR 13 2020  
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FORWARDED TO VP-CERADO OIC

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February 6, 2020

**Hon. WENDELL E. AVISADO**  
Secretary  
Department of Budget and Management  
Boncodin Hall, General Solano Street  
San Miguel Manila

DR. ER. M. S.  
ORGANIZATION, POSITION CLASSIFICATION  
and COMPENSATION AREA 1 (CPOL)

Received  
*S. J.*  
2/10/2020

**Subject: Application of "No Quantum Leap Policy" in the Reclassification  
and Appointment of Faculty Members under NBC No. 461 7th Cycle**

Dear Secretary Avisado:

Warm Greetings from the Philippine Association of State Universities and Colleges (PASUC).

The 111 State Universities and Colleges (SUCs) in the country, express its deepest gratitude to the Department of Budget and Management for its continuing support in the implementation of the National Budget Circular (NBC No. 461) 7th cycle through the inclusion of its funding requirement of P1.48 billion under the Miscellaneous Personnel Benefits Fund (MPBF) Special Provision No. 3 in the FY 2019 General Appropriations Act (GAA) effective July 1, 2019.

In its implementation, nonetheless, there were faculty members whose reclassifications under NBC No. 461 7<sup>th</sup> Cycle were downgraded to a certain faculty rank or sub-rank by the DBM, specifically Region VII, Region X and Region XII, because of the alleged nonconformity in the "No Quantum Leap Policy". This is reflected in the issuance of Notice of Organization, Staffing and Compensation Action (NOSCA) covering the reclassification of a number of faculty positions of some SUCs in the aforesaid regions.

**PASUC interposes this appeal in behalf of faculty members in Cebu Normal University, Bohol Island State University, Negros Oriental State University, Cebu Technological University (Region VII); Sultan Kudarat State**

University, Cotobato City State Polytechnic College (Region XII); Bukidnon State University, University of Science and Technology of Southern Philippines (Region X) and some faculty members of SUCs in other regions similarly situated who felt aggrieved and deprived of their well-earned faculty rank under NBC No. 461 7<sup>th</sup> Cycle.

Records reveal that DBM Regional Offices concerned limits faculty reclassification and promotion to six (6) sub-ranks or the highest sub-rank of the higher rank based on the alleged "No Quantum Leap Policy" adopted by the Tripartite Group composed of CHED, PASUC and DBM sometime in 2002.

Case in Point (CIP) No. I – a certain faculty in Cotobato City State Polytechnic College was excluded in the approved NOSCA on the ground that his current faculty rank of Professor III from his previous rank of Assistant Professor 2 exceeded the allowed six (6) sub-rank quantum leap limitation.

CIP No. 2 – the academic ranks of thirteen (13) faculty members of University of Science and Technology of Southern Philippines (USTP-Cagayan de Oro Campus) were adjusted/ downgraded to appropriate academic ranks since their evaluated ranks failed to comply the "No Quantum Leap Policy" which limits faculty promotion to six (6) sub-ranks.

CIP No.3 – five (5) faculty members of Bukidnon State University were downgraded to a faculty rank of Assistant Professor IV despite obtaining a higher rank of Associate Professor I-IV to satisfy the six (6) sub-rank limitations.

CIP No. 4 – Nine (9) faculty members from Cebu Normal University; three (3) from Bohol Island State University; Seven (7) from Negros Oriental State University; and twenty-one (21) from Cebu Technological University were also downgraded mostly to Assistant Professor IV for the same reason as above.

Further verification revealed that, except for the letter of former PASUC President Feliciano S. Rosete addressed to CHED Chairperson Ester A. Garcia dated 31 January 2002, which asked for confirmation and clarification of the definition of "No Quantum Leap Policy" no other document exists explicit of such policy. As quoted in that letter,

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*"No Quantum Leap Policy" is a standard to preclude inordinate upward movements of faculty members of **NEWLY CONVERTED SUCs** and integrated CSIs who shall undergo **INITIAL EVALUATION** under NBC 461.* Emphasis supplied.

By the definition alone, such policy should only be applied to faculty members of newly converted SUCs who shall undergo initial evaluation under NBC No. 461.

It needs emphasizing too that NBC No. 461 7<sup>th</sup> cycle covers the reclassification and appointment of faculty members based on credentials and qualification documents covering the period of 01 July 2013 to 30 June 2016. The Civil Service Commission (CSC) Memorandum Circular No. 18 s. 2016 re: Policy Guidelines on the Three-Salary Grade Limitations on Promotion, reiterated in the Omnibus Rules on Appointment and Other Human Resources Action (ORAOHRA) 2017 as amended in 2018 explicitly provides exemption on the "no quantum leap policy", which includes, among others"

xxx

*e. The candidates passed through a deep selection process, taking into considerations the candidates superior qualifications in regard to*

- Educational achievements
- Highly specialized trainings
- Relevant work experience
- Consistent high performance rating

*f. The vacant position belongs to the closed career system, i.e. those that are scientific, or highly technical in nature that include the **FACULTY AND ACADEMIC STAFF OF STATE COLLEGES AND UNIVERSITIES**, and the scientific and technical positions in scientific or research institutions, all of which establish and maintain their own merit systems.*

*2. xxx This prohibition shall not apply to the following human resource actions which involve issuance of appointment: xxx E. RECLASSIFICATION OF POSITION.* Emphasis supplied.

Clearly then as early as 2016 "No Quantum Leap Policy" finds no application to faculty reclassification and/or promotion.

SUC	Name of Faculty Personnel	Rank per NBC 461 7 <sup>th</sup> Cycle Evaluation	DBM Recommendation
Cotabato City State Polytechnic College	Ombra A. Imam	Professor III, SG-26	APRO IV, SG-22
Northwestern Mindanao State College of Science and Technology Sultan Kudarat State University	Rowena A. Decena  Rommel M. Lagumen  Noraisa K. Yasin	APRO II, SG-20  APRO III, SG-21  APRO III, SG-21	AP IV, SG-18  AP II, SG-16  AP IV, SG-18
University of Science and Technology of Southern Philippine – Cagayan De Oro Campus	Dennis A. Apuan  John Benedict L. Bernardo  Lory Liza D. Bulay-og  Kennet G. Cuarteros  Ruvel J. Quasito  Maylene S. Eder  Van Ryan Kristopher R. Galarpe  Laila S. Lomibao  Alex L. Maureal  Diogenes Armando D. Pascua  Dennis B. Roble  Edward Peter F. Rollo  Ismael N. Talili	Professor III, SG-26  APRO I, SG-19  APRO I, SG-19  APRO II, SG-28  Professor V, SG-28  APRO IV, SG-22  APRO I, SG-19  Professor I, SG-24  APRO V, SG-23  APRO III, SG-21  APRO II, SG-20  APRO I, SG-19  Professor II, SG-25	APRO V, SG-23  AP IV, SG-18  AP IV, SG-18  Professor II, SG-25  APRO III, SG-21  AP IV, SG-18  APRO III, SG-21  AP IV, SG-18  AP IV, SG-18  AP IV, SG-18  APRO IV, SG-22

**Section 97 of Civil Service Commission Memorandum Circular No. 14, s. 2018<sup>2</sup>** provides that an employee may be promoted or transferred to a position which is **not more than three (3) grade salary pay** or job grades higher than the employee's present position, except in very meritorious cases, such as the following:

- The position occupied by the person is next-in-rank to the vacant position as identified in the Merit Selection Plan and the System of Ranking Positions of the agency;
- The vacant position is a lone or entrance position, as indicated in the agency staffing pattern; and
- The vacant position is unique and/or highly specialized, such as Actuarial, Airways Communicator positions.

Relatedly, the aforementioned "no quantum leap policy" in SUCs has been adopted during the deliberation of the NBC No. 461 by the Tripartite Group that is composed of the CHED, PASUC, and the DBM.



REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF BUDGET AND MANAGEMENT  
GENERAL SOLANO STREET, SAN MIGUEL, MANILA

ACKNOWLEDGEMENT RECEIPT

The DEPARTMENT OF BUDGET AND MANAGEMENT hereby acknowledges the receipt of your letter/request which has been uploaded to the DBM-Document Management System and routed to the appropriate office/s with the following information:

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Pursuant thereof, CHED En Banc Resolution No. 705-2019 dated November 12, 2019 provides that "*The respective SUC Boards of Regents/Trustees in the exercise of academic freedom and other powers under R.A. 8292 or the Higher Education Modernization Act of 1997, has the discretion to identify which accomplishments in the area of teaching, research and publication and extension will be given emphasis to qualify for quantum leap.*"

Interestingly, other DBM Regional Directors approved NOSCA of certain SUCs including those faculty members which were evaluated and qualified for a new faculty rank beyond the six sub-rank limitations of the questioned "No Quantum Leap Policy". Inconsistency is apparent and none observation of existing rules and regulations issued by the duly authorized agency like the CSC if not arbitrariness, deliberate or otherwise, in taking action was committed. This gives enough reasons for our faculty members to seek justice and fair play.

With due respect to the Honorable Secretary, PASUC strongly argue that "No Quantum Leap Policy" does not apply and should not be applied in the reclassification and appointment of faculty under NBC No. 461 7<sup>th</sup> cycle, in view of the foregoing legal, factual and circumstantial considerations.

PASUC, if the Honorable Secretary may allow, would like to seek a dialogue with your good office to further ventilate and articulate this appeal.

Thank you very much and more power.

Very truly yours,

  
**DR. TIRSO A. RONQUILLO**  
National PASUC President



REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF BUDGET AND MANAGEMENT  
GENERAL SOLANO STREET, SAN MIGUEL, MANILA

FEB 17 2020

**DIRECTOR LUISA S. VALENCIA**  
Office of Institutional Quality Assurance and Governance  
Commission on Higher Education (CHED)  
C.P. Garcia St., UP Diliman, Quezon City

Attention: **Mr. Reynen M. Sabate**  
Chief Education Program Specialist



Dear Director Valencia:

This pertains to the issues/concerns that were raised by the different Regional Offices (ROs) of the Department of Budget and Management (DBM) and state universities and colleges (SUCs) relative to the implementation of the results of the National Budget Circular (NBC) No. 461<sup>1</sup> 7th Cycle Evaluation.

Said issues/concerns were forwarded to the DBM's Organization, Position Classification and Compensation Bureau (OPCCB) for appropriate action.

To discuss said issues/concerns, a meeting for the purpose was held by the DBM on January 16, 2020, which was attended by the representatives from this Department, CHED, and the Philippine Association of State Universities and Colleges (PASUC).

One of the concerns is the adoption of the "*no quantum leap policy*" in the implementation of the NBC No. 461 7<sup>th</sup> Cycle Evaluation.

It is noted that in a letter of the PASUC dated January 31, 2002 to then CHED Chairperson Ester A. Garcia (copy attached), "*no quantum leap policy*" is defined as "a quality standard which shall limit promotions not exceeding six (6) sub-ranks or the highest sub-rank of the next higher rank".

<sup>1</sup> Revising and Updating the Compensation and Position Classification Plan of Faculty Positions Embodied in National Compensation Circular (NCC) No. 69 dated June 1, 1998

However, the following faculty personnel from SUCs concerned are requesting that their ranks per NBC No. 461 evaluation be effected eventhough the same are already beyond six (6) sub-ranks or the highest sub-rank of the next higher rank:

SUC	Name of Faculty Personnel	Rank per NBC 461 7th Cycle Evaluation	DBM Recommendation
Cebu Normal University	Rivika C. Alda	Associate Professor (APRO) I, SG-19	Assistant Professor (AP) IV, SG-18
	Maria Nancy Q. Cadosales	Professor II, SG-25	AP IV, SG-18
	Venus M. Cortes	APRO I, SG-19	AP IV, SG-18
	Alberto C. Felisilda Jr.	APRO I, SG-19	AP IV, SG-18
	Milagros M. Greif	Professor I, SG-24	AP IV, SG-18
	Pedro M. Gutierrez Jr.	APRO V, SG-23	APRO III, SG-21
	Alexis Deodato S. Itao	APRO II, SG-20	AP IV, SG-18
	Edward M. Kiunisala	Professor II, SG-25	APRO IV SG-22
	Rosita L. Lacea	APRO II, SG-20	AP IV, SG-18
	Gary B. Lapiz	Professor IV, SG-27	Professor III, SG-26
Cebu Technological University	Christopher John S. Rosero	Professor II, SG-25	APRO V, SG-23
	Martin C. Sentina	APRO II, SG-20	AP IV, SG-18
	Glory B. Aleo	APRO II, SG-20	AP IV, SG-18
	Porferio M. Almerino	APRO III, SG-21	AP IV, SG-18
	Amelia Girly L. Aranas	Professor VI, SG-29	Professor IV, SG-27
	Nikkitheia L. Beduya	APRO I, SG-19	AP IV, SG-22
	Margarito B. Callao	APRO I, SG-19	AP IV, SG-18
	May Ellen C. Camarillo	APROV I, SG-19	AP IV, SG-18
	Sarah Jane A. Colina	APRO I, SG-19	AP IV, SG-18
	Wym V. Dionaldo	APRO I, SG-19	AP IV, SG-18
Central Mindanao University	Lynne R. Enriquez	APRO IV, SG-22	AP IV, SG-18
	Joseph Emmanuel V. Gador	APRO IV, SG-22	APRO III, SG-21
	Regina P. Galigao	APRO III, SG-21	AP IV, SG-18
	Doris O. Gascon	APRO IV, SG-22	APROV III, SG-21
	Marivel B. Go	Professor II, SG-25	APRO V, SG-23
	Al D. Hortaleza	APRO III, SG-21	AP IV, SG-18
	Leodivino A. Lawas	APRO I, SG-19	AP IV, SG-18
	Jeonel S. Lumbab	APRO I, SG-19	AP IV, SG-18
	Cherry F. Malaque	APRO II, SG-20	AP IV, SG-18
	Rhodora G. Magan	APRO I, SG-19	AP IV, SG-18

Pursuant to Item 3.1(d) of the DBM-CCHED JC No. 1<sup>3</sup> dated August 30, 2019, the CCHED is required to validate and affirm the documents submitted by SUCs and endorse the same to the DBM RO concerned.

Anent thereto, CCHED issued a Memorandum dated September 4, 2019 addressed to all SUC President relative to the creation of an *Ad Hoc Committee* to undertake, among others, the following:

- » Validation/review of the list of faculty members for classification under NBC No. 461 based on the Print-out dated not later than December 31, 2018;
- » Validation/review of the results based on the compliance with the Common Criteria for Evaluation and the National Accreditation Committee and the completeness of documents submitted;
- » Submit to the Governing Board (GB) a qualitative analysis of the processes followed and observations made during the validation of the documents of each faculty member who applied for classification/accreditation based on interviews conducted with select faculty members and evaluators concerned, and observations from documents submitted; and
- » Present to the GB the results of the validation/review.

As highlighted by the CCHED during said meeting, the Commission *en Banc* issued a resolution to clarify concerns and issues raised by the Board of Trustees/Regents of SUCs on the implementation of NBC No. 461. It was mentioned that the respective Board of Trustees/Regents of each SUC has the discretion to identify which accomplishments in the area of teaching, research and publication, and extension will be given emphasis to qualify for quantum leap, e.g., exemplary performance in the area of research and publication, and incentivising the administrative work of a faculty.

In view of the foregoing and as agreed upon during said meeting, we are referring said requests of the faculty personnel concerned to your Office for appropriate action. Among others, there is a need to clarify if the "*no quantum leap policy*" will no longer be adopted in the evaluation of the NBC No. 461 7<sup>th</sup> Cycle Evaluation.

May we also request a copy of said CCHED *en Banc* resolution which will be forwarded later to the DBM ROs to serve as basis for appropriate action on the matter.

Thank you and best regards.

Very truly yours,

  
GERALD R. JANDA  
Director, OPCCB



cc: Dr. President Tirso A. Ronquillo  
Philippine Association of State Universities and Colleges  
Unit 1, Levana Ville, No. 142 Sct. Rallos Ext.  
Brgy. Sacred Heart, Diliman Quezon City

<sup>3</sup> Guidelines to Implement the Special Provision No. 3 of the Miscellaneous Personnel Benefits Fund (MPBF) under the FY 2019 General Appropriations Act (GAA), "Implementation of National Budget Circular (NBC) No. 461"