



OFFICE OF THE VICE CHANCELLOR FOR ADMINISTRATION  
UNIVERSITY OF THE PHILIPPINES LOS BAÑOS

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19 November 2021

**MEMORANDUM NO. 39**

Series of 2021

**T O: All Vice-Chancellors, Deans, Directors, Department Chairs  
and Unit Heads**

**SUBJECT: Submission of SPMS July to December 2021 Ratings and  
January to June 2022 Targets**

In line with the spirit and letter of the One U.P. Policy, and to be consistent with other UP Constituent Universities (CUs), please be informed that we will be using the Strategic Performance Management System (SPMS) numerical point range below for the upcoming submission of ratings and targets.

Adjectival Rating	Percent Range	Numerical Point Range	Numerical Rating
Outstanding	130% & above	4.51 to 5.00	5
Very Satisfactory	115% - 129%	3.51 to 4.50	4
Satisfactory	100% - 114%	2.51 to 3.50	3
Unsatisfactory	51% - 99%	1.51 to 2.50	2
Poor	50% & below	1.00 to 1.50	1

For compliance.

**ROLANDO T. BELLO**  
Vice Chancellor