



VISAYAS
STATE UNIVERSITY



COLLEGE OF ARTS AND SCIENCES
VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)(CAS)

I, Ma. Theresa P. Loreto, Dean of the College of Arts and Sciences , commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July - December 2022

MA. THERESA P. LORETO

College Dean

Date: _____

BEATRIZ S. BELONIAS

Vice President for Acad. Affairs

Date: _____

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):

<i>Personnel</i>	<i>Target</i>	<i>Prev(Jan-June2022)</i>	<i>Actual</i>	<i>Total Acc</i>
DoPAC	302	271	5.00	276
DBS	155	434	620.95	1054.7
Biotech	30	61	70.30	130.8
DepStat	134	62	103.85	165.85
DMath	460	206	493.55	699.55
DPhys	304	146	160.75	306.75
DLABS	1457	1,458	1798.97	3,256.97
TOTAL:	2,842.0	2,637.3	3,253.4	3,253.37

Rating
Equivalents:
5 - Outstanding
4 - Very
Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

Note: * On vacation-sick-leave status. Ratio of Instruction and RDE commitments should be determined based on FTE of 18 units

** On Teacher's Leave status. Minimum FTE required is 18 units

*** Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (**UMFO 3**) and extension (**UMFO 4**))

MFO No.			Success/Performance Indicator (PI)		Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)
							% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
MFO 1	ADVANCED EDUCATION SERVICES (20%)												
	OVPI MFO 1. Graduate Degree Program Management Services												

% weight

	PI 1:	Percentage of graduate school faculty engaged in research work applied in any of the following:											4%
		a. pursuing advanced research degree program (Ph.D) *	College Dean & Dept. Heads	3	300%	9	5.0	5.0	5.0	5.0			
		b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	College Dean & Dept. Heads	15	113%	17	5.0	5.0	5.0	5.0			
OVPI MFO 2. Graduate Student Management Services													
	PI 3:	Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	4	125%	5	5.0	5.0	5.0	5.0			2%
	PI 4:	Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty	16.0	422%	67	5.0	5.0	5.0	5.0			2%
	PI 5:	Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty		100%	54%	5.0	5.0	5.0	5.0			2%
	PI 8:	Number of graduate students advised *	Faculty	2	1222%	24	5.0	5.0	5.0	5.0			2%
	PI 9:	Number of instructional materials developed *	Faculty										
		On-line ready courseware		3	400%	12	5.0	5.0	5.0	5.0			
		Flexible instructional materials		15	433%	65	5.0	5.0	5.0	5.0			
		Assessment tools		18	722%	130	5.0	5.0	5.0	5.0			
		Syllabus		12	133%	16	5.0	5.0	5.0	5.0			
	PI 10:	Number of virtual classrooms created and operationalized		6	633%	38	5.0	5.0	5.0	5.0			
	PI 11:	Additional Outputs											
		Number of PhD dissertation proposals reviewed for appropriateness of the statistical design		1	400%	4	5.0	5.0	5.0	5.0			
		Supplemental learning resources			100%	1	5.0	5.0	5.0	5.0			
MFO 2 HIGHER EDUCATION SERVICES (50%)													
	PI 1:	Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty		100%	46%	5.0	5.0	5.0	5.0			7.5%
	PI 2:	Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	40.5%	85%	34%	4.0	5.0	4.0	4.3			2.5%
	PI 3:	Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	90.07%	50%	45%	4.0	5.0	5.0	4.7			2.5%

20%

	PI 4:	Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	25%	229%	57%	5.0	5.0	5.0	5.0		2.5%
	PI 5:	Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	2826	206%	5821	5.0	5.0	5.0	5.0		20%
	PI 7:	Percentage of graduates (2 years prior) who are employed and/ pursuing graduate studies										
	PI 8:	Number of students advised: *	Dept. Head & Faculty	150	219%	328	5.0	5.0	5.0	5.0		
		<i>On thesis/ field practice/special problem</i>	Dept. Head & Faculty	89	363%	323	5.0	5.0	5.0	5.0		1%
		<i>No. of approved manuscript submitted within prescribed period</i>	Dept. Head & Faculty	42	379%	159	5.0	5.0	5.0	5.0		1%
		<i>On consultation</i>	All Faculty Members	409	665%	2721	5.0	5.0	5.0	5.0		0.5%
		<i>On immersion</i>										
	PI 9:	Number of student organizations advised/ assisted *	Dept. Head & Faculty									
		<i>Student organizations advised</i>	Dept. Head & Faculty	8	350%	28	5.0	5.0	5.0	5.0		1.25%
		<i>Student organizations assisted on student related activities</i>	Dept. Head & Faculty	6	383%	23	5.0	5.0	5.0	5.0		1.25%
	PI 10:	Number of instructional materials developed *	Dept. Head & Faculty									10%
		On-line ready courseware	Dept. Head & Faculty	89	387%	344	5.0	5.0	5.0	5.0		
		Flexible instructional materials	Dept. Head & Faculty	97	809%	785	5.0	5.0	5.0	5.0		
		Assessment tools	Dept. Head & Faculty	58	2790%	1618	5.0	5.0	5.0	5.0		
		Supplemental learning resources	Dept. Head & Faculty		100%	58	5.0	5.0	5.0	5.0		
	PI 11:	Number of virtual classrooms created and operationalized	Dept. Head & Faculty	111	258%	286	5.0	5.0	5.0	5.0		
	PI 12:	Additional Outputs	Faculty									
		Certification of Program Compliance (COPC)			100%	1	5.0	5.0	5.0	5.0		
		Department policy for timely submission of IM related documents (i.e., syllabus, TOS, etc.)		1	300%	3	5.0	5.0	5.0	5.0		
		Number of OBE course syllabi prepared and approved for use		52	206%	107	4.0	5.0	4.0	4.3		
		No. of TOS prepared and approved		31	219%	68	5.0	5.0	5.0	5.0		
		Number of completion forms for INC submitted within the prescribed period		15	20%	3	4.0	5.0	5.0	4.7		
		Number of trainings attended related to instruction		15	273%	41	5.0	5.0	5.0	5.0		
		Number of syllabus made/revised		15	113%	17	5.0	5.0	5.0	5.0		

10%

		Scholarship (VSU Financial Assistance) for BSAP students		Dep't. Head & Faculty	1	200%	2	5.0	5.0	5.0	5.0		
		No. of technical/expert services: As a resource speaker		Dep't. Head & Faculty		100%	5	5.0	5.0	5.0	5.0		
		Number of industry linkages established		Dep't. Head & Faculty		100%	5	5.0	5.0	5.0	5.0		
MFO 3	RESEARCH SERVICES (10%)												
	PI 1:	Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *		Dept. Head & Faculty	2	100%	2	5.0	5.0	5.0	5.0		2%
	PI 2:	Number of research outputs completed within the year *		Dept. Head & Faculty	1	3800%	38	5.0	5.0	5.0	5.0		2%
	PI 3:	Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *											
		<i>In refereed int'l journals</i>			13	208%	27	5.0	5.0	5.0	5.0		1.50%
		<i>In refereed nat'l/regional journals</i>				100%	1	5.0	5.0	5.0	5.0		0.50%
	PI 4:	Number of research outputs presented in regional/national/ int'l fora/conferences *		Dept. Head & Faculty									
		<i>In int'l fora/conferences</i>			1	400%	4	5.0	5.0	5.0	5.0		1.50%
		<i>In nat'l/regional fora/conferences</i>			2	350%	7	5.0	5.0	5.0	5.0		0.50%
		<i>In institutional for a/conferences</i>				100%	4	5.0	5.0	5.0	5.0		
	PI 5:	Percent of research proposals approved *			41.67%	50%	21%	4.0	4.0	5.0	4.3		0.5%
	PI 6:	Additional outputs*											
		No. of research proposals submitted		Faculty	3	100%	3	5.0	5.0	5.0	5.0		1.50%
		A33. Number of journal articles/scientific paper received and reviewed as peer-reviewer			1	100%	1	5.0	5.0	5.0	5.0		
		A35. Other outputs implementing the new normal due to Covid-19			1	100%	1	5.0	5.0	5.0	5.0		
		Act as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper				100%	1	5.0	5.0	5.0	5.0		
		No. of linkages as a result of research activities			1	200%	2	5.0	5.0	5.0	5.0		
		No. of research-related awards (research conducted by faculty or student with faculty)				100%	3	5.0	5.0	5.0	5.0		
MFO 4	EXTENSION SERVICES (10%)												

12%

	PI 1:	Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *			7	314%	22	5.0	5.0	5.0	5.0		2.0%
	PI 2:	Number of trainees weighted by the length of training *			35	320%	112	5.0	5.0	5.0	5.0		2%
	PI 3:	Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *				100%	3	5.0	5.0	5.0	5.0		2%
	PI 4:	Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*			60%	176%	106%	4.0	5.0	5.0	4.7		1%
	PI 5:	<i>Number of technical/expert services *</i>		Dept. Head & Faculty									1%
		<i>Research Mentoring</i>				100%	3	5.0	5.0	5.0	5.0		
		<i>Peer reviewers/Panelists</i>			1	800%	8	5.0	5.0	5.0	5.0		
		<i>Resource Persons</i>			3	633%	19	5.0	5.0	5.0	5.0		
		<i>Convenor/Organizer</i>			2	550%	11	5.0	5.0	5.0	5.0		
		<i>Consultancy</i>			15	127%	19	5.0	5.0	5.0	5.0		
		<i>Evaluator</i>			10	390%	39	5.0	5.0	5.0	5.0		
	PI 8:	Percent of extension proposals approved *			75%	21%	16%	4.0	4.0	5.0	4.3		0.5%
	PI 11:	<i>Additional outputs *</i>		Dept. Head & Faculty									
		No. of extension-related awards (extrn. conducted by faculty or student & faculty) *											1.5%
		A43. Other outputs implementing the new normal due to Covid-19			1	100%	1	5.0	5.0	5.0	5.0		1.5%
		No. of extension programs organized and supported consistent with the SUC's mandated and priority programs				100%	1	5.0	5.0	5.0	5.0		
MFO 5 SUPPORT TO OPERATIONS													
OVPI MFO 1. Faculty Development Services													
	PI 1:	Number of faculty pursuing advanced research degree programs (MS, PhD) facilitated, monitored and assisted *		Dept. Head & Faculty	14	286%	40	5.0	5.0	5.0	5.0		0.625%
OVPI MFO 2. Faculty Recruitment/Hiring Services													
	PI 2:	Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *		Head and DPC	26	273%	71	5.0	5.0	5.0	5.0		0.125%

5%

9%

OVPI MFO 3. Faculty Evaluation Services													
	PI 3:	Number of seminars/trainings/conventions/workshops coordinated for entire university *			1	600%	6	5.0	5.0	5.0	5.0		0.25%
	PI 4:	Number of seminars/trainings/conventions/workshops coordinated outside of the university *			1	400%	4	5.0	5.0	5.0	5.0		0.25%
	PI 5:	Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *		Dept. Head & Faculty	81.25%	127%	103%	5.0	5.0	5.0	5.0		0.75%
	PI 6 :	Number of in-house seminars/trainings/workshops/reviews conducted *			6	283%	17	5.0	5.0	5.0	5.0		0.25%
	PI 7 :	Additional outputs *											
		Number of faculty/staff awards/honors received related to operations support				100%	8	5.0	5.0	5.0	5.0		0.25%
		Number of seminars/webinars attended			1	700%	7	5.0	5.0	5.0	5.0		
OVPI MFO 4. Program and Institutional Accreditation Services													
	PI 8	Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*		Dept. Head & Faculty	No NC	100%	100	5.0	5.0	5.0	5.0		2.50%
MFO 6 GENERAL ADMINISTRATIVE AND SUPPORT													
	PI 1.	Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	7	243%	17	5.0	5.0	5.0	5.0		1%
	PI 2.	Zero percent complaint from clients served		Dept. Head & all faculty & staff	0% complaint	100%	100%	5.0	5.0	5.0	5.0		2%
	PI 3.	Number of coaching sessions among faculty & staff**		Dean and Dept. Heads	15	313%	47	5.0	5.0	5.0	5.0		
	PI 4.	Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dean and Dept. Heads	13	569%	74	5.0	5.0	5.0	5.0		
	PI 5.	Number of monthly/special faculty & staff meetings conducted**		Dean and Dept. Heads	47	213%	100	5.0	5.0	5.0	5.0		
	PI 6:	Additional Outputs											

		Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *		Deans & Dept. Heads	1	700%	7	5.0	5.0	5.0	5.0		2%
		Response to NCs and CARS issuances		Deans & Dept. Heads	1	200%	2	5.0	5.0	5.0	5.0		2%
		Curriculum Review of the BS Chemistry program		Deans & Dept. Heads		100%	1	5.0	5.0	5.0	5.0		2%
	PI 7:	Percentage of CARs/NCs received and acted		Deans & Dept. Heads, Ddrc, all faculty and staff	100%	100%	100%	5.0	5.0	5.0	5.0		
		Number of request/recommendation/invitation letters submitted		Deans & Dept. Heads, Ddrc, all faculty and staff	10	1050%	105	5.0	5.0	5.0	5.0		
		Number of job request submitted		Deans & Dept. Heads, Ddrc, all faculty and staff	5	340%	17	5.0	5.0	5.0	5.0		
Total Over-all Rating								421.33					
Average Rating								4.96					
Adjectival Rating								OUTSTANDING					

4.9

Received by:

Calibrated by:

Approved:

TONI MARC L. DARGANTES

Planning Office

Date: _____

DANIEL LESLIE S. TAN

Chairman, PMT

Date: _____

EDGARDO E. TULIN

President

Date: _____

- * The College target should be equal to the consolidated target of the departments under the College.
- ** To indicate in the remarks column the details of the targetted outputs for easy review and calibration.
- *** No percentage weight for ranking purposes since the Office of the Dean is automatically attached to the highest ranking department under him.