





INSTITUTE FOR STRATEGIC RESEARCH AND DEVELOPMENT STUDIES

Visayas State University
Visca, Baybay City, Leyte PHILIPPINES
Phone/Fax: +63 563 7695
Email: isrds@vsu.edu.ph

Website: www.vsu.edu.ph

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, Lilian B. Nuñez, Director, Institute for Strategic Research and Development Studies, commits to deliver and agrees to be rated on the attained targets in accordance with the indicated measures for the period January - December 2023.

LIMIAN B. NUÑEZ
Director, ISRDS

Director, ISRDS
Date: Dec. 22, 2022

MOISES NEIL V. SERIÑO

College Dean

Date:

DRMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (F)	E):		Total FTE	RDE (Commitments***		
Personnel	Number (1)	Min. FTE (2)	(1x2)	Research	Publication	Extension	Rating Equivalents: 5 - Outstanding
Director	1	10.00	10.00	2.0		2	4 - Very Satisfactory
Faculty w/ Univ. Designated Position	1	10.00	10.00	1.0		1	3 - Satisfactory
Regular Faculty (VSL)*	2	10.00	20.00	2.0	2	5	2 - Fair
Regular Faculty (TLS)*	0	0	0.00	0.0			1 - Poor
Research & Extension Staff Members (permanent)	3	0	0.00	0.0		3	1 100
Administrative Staff Members	3	0	0.00	1.0			
TOTAL	10		40.00	5.0	2	5	

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 (Place Performance Indicators under Research (UMFO 3) and extension (UMFO 4).

	H-X					Actual Ac	complishments	Rating				
MFO No.	B		Success/Performance Indicator (PI)	Units/ Persons Responsible	Unit Target	% Accomplishments	Details	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)
MFO 1	ADV	ANCE	EDUCATION SERVICES (40%)									
	OVP	1 MFO 1.	Graduate Degree Program Management Services									
	1		rcentage of graduate school faculty engaged in n work applied in any of the following:	r ples	in front							
	- 10 1 W	a.	pursuing advanced research degree program (Ph.D) *	Tabada, MATW	25%		1 of 4 faculty members					

	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Nunez, LB Tabada, MAT Delima, GA Caparas, MJ	100%	All 4 faculty members			
	c.	producing technologies for commercialization or livelihood improvement						
7.3 /2X.	d.	whose research resulted in an extension program	Faculty members	50%				
OVP	PIMFO 2. G	raduate Student Management Services						
	: Percentage grams *	e of graduate students enrolled in research degree	4 Faculty members	100%	All 3 programs are research degree programs.			
Pl 2:	: Percentage	e of accredited graduate programs *	4 Faculty members	100%				
	: Number of itored *	f graduate degree specializations offered and	4 Faculty members	3				
PI 4:	: Total FTE	coordinated, implemented & monitored*	4 Faculty members	10.00				
	: Percentag	e increase in number of graduate students	4 Faculty members	3%				
PI 6:	: Percentag	e increase in number of students who graduated	4 Faculty members	5%				
hono	ors/distinction							
		f graduate students advised *	4 Faculty members	10				
PI 9:	: Number of	instructional materials developed *						
O	n-line ready	courseware	4 Faculty members	5				
1	exible instru ources	ctional materials/Supplemental learning	4 Faculty members	10				
As	ssessment to	pols	4 Faculty members	20				
Nu	umber of virt	ual classrooms created and operationalized	4 Faculty members	5 to be revised				
	10: Additional Other output	al Outputs: ats implementing the new normal due to COVID-19						

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	Number of academe/industry linkages	4 Faculty members	2				
	Number of student organizations created	Delima Galgo					
MFO ₂	HIGHER EDUCATION SERVICES (20%)						
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		NA				
	PI 2. Percentage of graduates (2 years prior) that are employed *		NA				
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		NA	No undergraduat program			
	Pl 4. Percentage of undergraduate programs with accreditations *		NA				
	PI 5: Total FTE, coordinated, implemented and monitored *		NA				
	A9: Actual Faculty's FTE		30.00				
	A10. Number of grade sheets submitted within prescribed period	4 Faculty members	10				
	A12: Number of trainings attended related to instruction		4				
	PI 8: Number of students advised: *						WATER PROPERTY NAME AND THE PARTY NAME AND THE PART
	On thesis/ field practice/special problem						
	No. of approved manuscript submitted within prescribed period				-		
	On consultation		100	Instruction-related concerns			
	PI 9: Number of student organizations advised/ assisted *						
	Student organizations advised						
	Student organizations assisted on student related activities						
	PI 10: Number of instructional materials developed *						
Wies	On-line ready courseware	4 Faculty members	2				
	Flexible instructional materials	4 Faculty members	10				
	Assessment tools	4 Faculty members	10				

-	Number of virtual classrooms created and operationalized	4 Faculty members	2 for revision					*	
	PI 11: Additional Outputs								
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 *	Nunez, LB Tabada, MAT	2						
	PI 2. Number of research outputs completed within the year *	All Staff	1						
	PI 3. Percentage of research outputs published in internationally- referred or CHED recognized journal within the year (2%) *								
	In refereed international journals	4 Faculty members	1						
- 50	In refereed national/ regional journals	4 Faculty members							
	PI 4. No. of research proposals submitted/endorsed for external funding	All Staff	1						
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	All Staff							
	In international fora/conferences	4 Faculty members	1						
	In national/ regional fora/ conferences	4 Faculty members	1						
	PI 5. Percent of research proposals approved *	All Staff	1						
	PI 12. No. of research collaboration/partnership with LGUs	Researchers	1						
	PI 29. No. of publications qualified for VSU publication incentive award	Researchers	2						
	Additional outputs*								
	PI 3. No. of research projects conducted or completed on schedule	Researchers	2						
	PI 6. Amount of research money generated from external funding (thousand PhP)								
	P17. Amount of research money generated from institutional funding (thousand PhP)								
	No. of research-related awards (research conducted by faculty or student w/ faculty)								
MFO 4	EXTENSION SERVICES (20%)								
	PI 1. Number of person-days trained weighed by length of training		200						
	PI 2. Number of trainings conducted		2				1		
	PI 3. Number of IEC materials/technoguides developed		2						

	DIA Number of hear field and a second			 					
	PI 4. Number of beneficiaries served Groups								**
	Individuals		2 200						
			200			-	-		
	PI 5. Number of technical/expert services *								TOTO PARTY TO A CONTROL OF THE
	Research Mentoring		2						
	Peer reviewers/Panelists		1						
	Resource Persons		1						
	Convenor/Organizer		1						
	Consultancy								
	Evaluator		1				_		
	PI 6. Number of extension projects conducted and/or completed		3						
	on schedule								
	PI 7. Number of extension proposals submitted		3						
	PI 8. Percent of extension proposals approved		100						
	PI 9. Amount of extension money generated from external funding	BIDANI Program staff	50,000						
	PI 10. Amount of extension money generated from institutional funding	Director for Extension	50,000						
	PI 11. Number of extension-related awards (extn. conducted by faculty or student & faculty) *								
	PI 12. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	All Staff	2						
	PI 14. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	All Staff	, 1						
	PI 15. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	All Staff	95%						
	Additional outputs *								***************************************
	PI 17. Number of extension delivery services conducted/coordinated/participated: field demo, field days, agriexhibit, techno forum, techno festival				-				
MFO 5	Support to Operations (5%)								
	OVPI MFO 1. Faculty Development Services								
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Tabada, MATW	1						
	OVPI MFO 2. Faculty Recruitment/Hiring Services								
•	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *							The second secon	

	OVPI MFO 3. Faculty Evaluation Services								
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	All Staff	1						
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	All Staff	1						
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	4 Faculty members	80%						
	PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted or attended*	All Staff	1						
	PI 7: Additional outputs *	de Saldera							
gatal-M	Number of faculty/staff awards/honors received related to operations support								
die i	OVPI MFO 4. Program and Institutional Accreditation Services								
	PI 1. Number of degree programs subjected to accreditation	411.61.71							
	Number of packaged documents prepared	All Staff			1	-			
	PI 2. Number of degree programs which passed accreditation/evaluation at least level 1	All Staff	3	3					
	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*	All Staff	90%						
	Compliance with Opportunities for Improvement (OFIs)	dDRCs & Director	100%						
	Compliance with Corrective Actions for Nonconformities (NCs)	dDRCs & Director	100%						
MFO 6	General Admin. & Support Services (GASS)								
	PI 1. Submission of College/Department PPMP for the following vear within deadline as prescribed by BAC*	dDRCs	4						
	Pl 2. Zero percent complaint from clients served	All Staff	0%						
	PI 3. Number of coaching sessions among faculty & staff**	Director	10						
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Director	2						
	PI 5. Number of monthly/special faculty & staff meetings conducted**	All Staff	12						
	Administrative and facilitative services	Admin. Aides	100/month						
	PI 3: Additional Outputs								
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *								

Total Over-all Rating					10.2		
Average Rating				THE TANK			
Adjectival Rating							
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Received by:	Calibrated by:			Approved	:		
TONI MARC L. DARGANTES	DANIEL LESLIE S. TAN			EDGARD	0 E. T	ULIN	
Planning Office	Chairman, PMT			University	Presid	dent	
Date:	Date:			Date:			

^{*} To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

^{**} No percentage weight for ranking purposes since these are activities only expected to be performed at the department level