



VISAYAS
STATE UNIVERSITY



INSTITUTE FOR STRATEGIC RESEARCH AND DEVELOPMENT STUDIES

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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.**

Liliana
LILIAN B. NUÑEZ
Director, ISRDS
Date: Dec. 22, 2022

MOISES NEIL V. SERIÑO
College Dean
Date: _____

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

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

MFO No.	Success/Performance Indicator (PI)	Units/ Persons Responsible	Unit Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)
				% Accomplishments	Details	Quality	Efficiency	Timeliness	Average	
MFO 1	ADVANCED EDUCATION SERVICES (40%)									
	OVPI MFO 1. Graduate Degree Program Management Services									
1	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:									
	a. pursuing advanced research degree program (Ph.D) *	Tabada, MATW	25%		1 of 4 faculty members					

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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 undergraduate program					
	PI 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: *									
	<i>On thesis/ field practice/special problem</i>									
	<i>No. of approved manuscript submitted within prescribed period</i>									
	<i>On consultation</i>		100		Instruction-related concerns					
	PI 9: Number of student organizations advised/ assisted *									
	<i>Student organizations advised</i>									
	<i>Student organizations assisted on student related activities</i>									
	PI 10: Number of instructional materials developed *									
	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%) *										
	<i>In refereed international journals</i>	4 Faculty members	1								
	<i>In refereed national/ regional journals</i>	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									
	<i>In international fora/conferences</i>	4 Faculty members	1								
	<i>In national/ regional fora/ conferences</i>	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)										
	PI 7. 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								
	PI 3. Number of IEC materials/technoguides developed		2								

[illegible]

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 *								
Number of faculty/staff awards/honors received related to operations support								
OVPI MFO 4. Program and Institutional Accreditation Services								
PI 1. Number of degree programs subjected to accreditation	All Staff							
Number of packaged documents prepared								
PI 2. Number of degree programs which passed accreditation/evaluation at least level 1	All Staff	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 year within deadline as prescribed by BAC*	dDRCs	4						
PI 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										
Average Rating										
Adjectival Rating										

Received by:

Calibrated by:

Approved:

TONI MARC L. DARGANTES

Planning Office

Date: _____

DANIEL LESLIE S. TAN

Chairman, PMT

Date: _____

EDGARDO E. TULIN

University President

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