



## 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 2021

mtylouts  MA. THERESA P. LORETO  College Dean  Date:				EATRIZ S. BELONIAS se President for Acad. Affairs
INFORMATION ON PERSONNEL FULL-TIME TEA	ACHING EQUIVALENT (FTE	:):		
Personnel	57	Target A		
DoPAC DBS Biotech DepStat DMath DPhys DLABS		525.5 105.0 12.0 163.0 500.0 500.0 649.0	651.1 536.7 56.1 52.7 370.7 304.0 1913.2	Rating Equivalents: 5 - Outstanding 4 - Very Satisfactory 3 - Satisfactory 2 - Fair 1 - Poor
DLABS		049.0	1913.2	

Note:

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

					Actual Accomplishments		Rating					1
MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	% Accom- plishment	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight
MFO 1	ADVA	NCED EDUCATION SERVICES (20%)						•				1
	OVPI MFO 1. Graduate Degree Program Management Services											
	PI 1	Percentage of graduate school faculty engaged in research work applied in any of the following:										4%

<sup>\*</sup> On vacation-sick-leave status. Ratio of Instruction and RDE commitments should determined based on FTE of 18 units

<sup>\*\*</sup> On Teacher's Leave status. Minimum FTE required is 18 units

		a. * pursuing advanced research degree program (Ph.D)	College Dean & Dept. Heads	20%	450.00%	90%	5.0	5.0	5.0	5.0	<i>Y</i>	
		actively pursuing in the last three (3) years b. (investigative research, basic and applied scientific research, policy research social science research)	College Dean & Dept. Heads	55%	90.91%	50%	5.0	4.7	4.5	4.7		
	OVPI	MFO 2. Graduate Student Management Services										
	PI 3:	Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	5	120.00%	6	5.0	5.0	5.0	5.0		2%
	<u>PI 4:</u>	Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty	17.0	209.24%	35.57	5.0	5.0	5.0	5.0		2%
	<u>PI 5:</u>	Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty	50%	0.00%	0						2%
	<u>PI 6:</u>	Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty	75%	0.00%	0						2%
		Number of graduate students advised *	Faculty	12	333.33%	40	5.0	5.0	5.0	5.0		2%
	PI 9:	Number of instructional materials developed *	Faculty	1	100.00%	1	5.0	5.0	5.0	5.0		
		On-line ready courseware		4	325.00%	13	5.0	5.0	5.0	5.0		
		Flexible instructional materials		11	736.36%	81	5.0	5.0	5.0	5.0		
		Assessment tools		15	706.67%	106	5.0	5.0	5.0	5.0		
		Syllabus		1	200.00%	2	5.0	5.0	5.0	5.0		
	PI 10:	Number of virtual classrooms created and operationalized		13	176.92%	23	5.0	5.0	5.0	5.0	2	
	PI 11:	Additional Outputs										
		Number of PhD dissertation proposals reviewed mfor appropraiteness of the statistical design		2	100.00%	2	5.0	5.0	5.0	5.0		
MFO 2	HIGHE	ER EDUCATION SERVICES (50%)										
	<u>PI 1</u> :	Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty		100.00%	14.29	5.0	5.0	5.0	5.0		7.5%
	<u>PI 2</u> :	Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	68.60%	112.30%	77.04%	5.0	5.0	5.0	5.0		2.5%
	<u>PI 3:</u>	Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	75.08%	110.79%	83.18%	5.0	5.0	5.0	5.0		2.5%
	<u>PI 4:</u>	Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	87.50%	100.00%	87.50%	5.0	5.0	5.0	5.0		2.5%

20%

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PI 5:	Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	2437	157.93%	3848.83	5.0	5.0	5.0	5.0		20%
PI 8:	Number of students advised: *	Faculty	153	101.96%	156	5.0	5.0	5.0	5.0		
	On thesis/ field practice/special problem	Faculty	81	185.19%	150	5.0	5.0	5.0	5.0		1%
	No. of approved manuscript submitted within prescribed period	Dept. Head & Faculty	28	14.29%	4	3.0	2.5	3.0	2.8		1%
	On consultation	All Faculty	451	460.75%	2078	5.0	5.0	5.0	5.0		0.5%
	On immersion										
PI 9:	Number of student organizations advised/ assisted *	Dept. Head & Faculty		100.00%	1	5.0	5.0	5.0	5.0		
	Student organizations advised	Faculty	9	133.33%	12	5.0	5.0	5.0	5.0		1.25%
	Student organizations assisted on student related activities	Dept. Head & Faculty	8	125.00%	10	5.0	5.0	5.0	5.0		1.25%
PI 10	0: Number of instructional materials developed *	Dept. Head &							ë e		10%
	On-line ready courseware	Dept. Head &	72	220.83%	159	5.0	5.0	5.0	5.0		
	Flexible instructional materials	Dept. Head &	82	502.44%	412	5.0	5.0	5.0	5.0		
	Assessment tools	Dept. Head &	53	1184.57%	627.82	5.0	5.0	5.0	5.0		
PI 10	n: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	122	231.97%	283	5.0	5.0	5.0	5.0		
PI 11	1: Additional Outputs	Faculty	1	100.00%	1	5.0	5.0	5.0	5.0		
	Department policy for timely submission of IM related documents (i.e., syllabus, TOS, etc.)		1	100.00%	1	5.0	5.0	5.0	5.0		
	Number of OBE course syllabi prepared and approved for use		35	145.71%	51	5.0	5.0	5.0	5.0		
	No. of TOS prepared and approved		15	66.67%	10	4.7	4.5	4.0	4.4		
	Number of trainings attended related to instruction		2	300.00%	6	5.0	5.0	5.0	5.0		
MFO 3 RES	EARCH SERVICES (10%)										
<u>PI 1</u> :	Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty	2	100.00%	2	5.0	5.0	5.0	5.0		2%
PI 2:	Number of research outputs completed within the year *	Dept. Head & Faculty	11	236.36%	26	5.0	5.0	5.0	5.0		2%
	Number of research studies conducted										
	Number of research projects/studies completed			100.00%	1	5.0	5.0	5.0	5.0		
PI 3:	Percentage of research outputs published in		40%	100.00%	40%	5.0	5.0	5.0	5.0		
	internationally-referred or CHED recognized journal		2	2726.67%	04.0	E C	EO	ΕΛ	ΕΛ		4 E00/
	In refereed int'l journals		3		81.8	5.0	5.0	5.0	5.0		1.50%
_	In refereed nat'l/regional journals	Dont Head 0	1	200.00%	2	5.0	5.0	5.0	5.0		0.50%
<u>PI 4:</u>	Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty									
	In int'l fora/conferences		2	200.00%	4	5.0	5.0	5.0	5.0		1.50%

		In nat'l/regional fora/conferences		3	166.67%	5	5.0	5.0	5.0	5.0		0.50%
		In institutional for a/conferences		5	0.00%	0						
F	PI 5:	Percent of research proposals approved *		50%	100.00%	50.00%	5.0	5.0	5.0	5.0	8	0.5%
F		Additional outputs*									2	
		No. of research proposals submitted	Faculty	3	40.00%	1.2	4.5	4.5	4.7	4.6		1.50%
		No. of research-related awards (research conducted			000 000/							
		by faculty or student w/ faculty)		1	200.00%	2	5.0	5.0	5.0	5.0		
MFO 4	EXTE	NSION SERVICES (10%)										
<u>F</u>	<u>PI 1</u> :	Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *		4	175.00%	7	5.0	5.0	5.0	5.0		2.0%
<u> </u>	PI 2:	Number of trainees weighted by the length of training *		65	0.00%	0						2%
<u>F</u>	PI 3:	Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *		3	66.67%	2	4.5	4.7	4.5	4.6		2%
<u> </u>	PI 4:	Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*		80%	0.00%	0						1%
F	PI 5:	Number of technical/expert services *	Faculty									1%
		Research Mentoring			100.00%	10	5.0	5.0	5.0	5.0		
		Peer reviewers/Panelists		2	50.00%	1	4.5	4.3	4.5	4.4	*	
		Resource Persons		1	700.00%	7	5.0	5.0	5.0	5.0		
		Convenor/Organizer		1	0.00%	0						
		Consultancy		16	62.50%	10	4.5	4.4	4.7	4.5		
		Evaluator		11	27.27%	3	3.8	4.0	4.7	4.2		
E	PI 8:	Percent of extension proposals approved *		90%	111.11%	100%	5.0	5.0	5.0	5.0		0.5%
MFO 5	SUPP	ORT TO OPERATIONS										
OVPI MF	0 1. [	Faculty Development Services										
	PI 1:	Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	22	104.55%	23	5.0	5.0	5.0	5.0		0.625%
OVPI MF	0 2.	Faculty Recruitment/Hiring Services			6 6						0 0	
<u> </u>	PI 2:	Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Head and DPC	33	169.70%	56	5.0	5.0	5.0	5.0		0.125%
OVPI MF	0 3.	Faculty Evaluation Services										

10%

5%

	<u>PI 5:</u>	Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	77.14%	126.00%	97.20%	5.0	5.0	5.0	5.0	0.75%
	<u>P16</u> :	Number of in-house seminars/trainings/ workshops/reviews conducted *		5	20.00%	1	4.5	4.5	3.0	4.0	0.25%
	PI 7:	Additional outputs *			'S 8						
		Number of faculty/staff awards/honors received									0.25%
		Number of seminars/webinars attended		1	300.00%	3	5.0	5.0	5.0	5.0	
OVPI MI	FO 4.	Program and Institutional Accreditation Services									
	<u>PI 8</u>	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	All requirements are complied	90.00%	2 NC from DepStat; 1 major NC from DMath	4.5	4.5	4.8	4.6	2.50%
MFO 6	GENE	RAL ADMINISTRATIVE AND SUPPORT SERVICES									
	<u>PI 1</u> .	Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head	7	157.14%	11	5.0	5.0	5.0	5.0	1%
	<u>PI 2</u> .	Zero percent complaint from clients served	Dept. Head & all faculty & staff	0% complaint	100.00%	0% complaint	5.0	5.0	5.0	5.0	2%
	<u>PI 3</u> .	Number of coaching sessions among faculty & staff**	Dean and Dept. Heads	15	120.00%	18	5.0	5.0	5.0	5.0	
	<u>PI 4</u> .	Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dean and Dept. Heads	14	100.00%	14	5.0	5.0	5.0	5.0	
	<u>PI 5</u> .	Number of monthly/special faculty & staff meetings conducted**	Dean and Dept. Heads	37	159.46%	59	5.0	5.0	5.0	5.0	
	PI 6,	Response to NCs, OFIs and CAR issuances									
		* Percentage of OFIs received and acted			100.00%	100	5.0	5.0	5.0	5.0	
		* Percentage of NCs received and acted		0% complaint	100.00%	0% complaint	5.0	5.0	5.0	5.0	
		* Percentage of CARs received and acted									
	<u>PI 3:</u>	Additional Outputs									

aca	Imber of Best practices/new initiatives in ademic units' management olicated/benchmarked by other depts/agencies *	Deans & Dept. Heads	2	150.00%	3	5.0	5.0	5.0	5.0		2%
1 2000	imber of request for funding submitted and proved		1	200.00%	2	5.0	5.0	5.0	5.0		
Total Over-all Rating						262.833				0. 	
Average Rating						4.532					
Adjectival Rating						OUTSTANDING				]	
Received by:		Recomn				Appro	oved:				
DILBERTO O. FERRAREN DANIEL LESLIE S. TAN				LONIAS	EDGARDO E. TULIN						

Vice Pres. for Acad. Affairs

Date: \_\_\_\_\_

President

Date: \_\_\_\_\_

Chairman, PMT

Date: \_\_\_\_\_

Planning Office

<sup>\*</sup> The College target should be equal to the consolidated target of the departments under the College.

<sup>\*\*</sup> 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.