



VISAYAS
STATE UNIVERSITY



INSTITUTE FOR STRATEGIC RESEARCH AND DEVELOPMENT STUDIES

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OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, Lillian B. Nuñez, Director, Institute for Strategic Research and Development Studies, commit to deliver and agree to be rated on the attained targets in accordance with the indicated measures for the period **January - December 2024**.

LILLIAN B. NUÑEZ
Director, ISRDS
Date: 12-23-23

MOISES NEIL V. SERINO
College Dean
Date: _____

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)	RDE Commitments***		
				Research	Publication	Extension
Director	1	13.00	13.00	2.0		2
Faculty w/ Univ. Designated Position	1	13.00	13.00	1.0		1
Regular Faculty (VSL)*	2	13.00	26.00	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		52.00	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).

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

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	
MFO 1	ADVANCED EDUCATION SERVICES (40%)								
	OVP1 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) *	MJA Caparas	33%						1 of 3 faculty members

	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	4 Faculty members	100%					All 4 faculty members
	c.	producing technologies for commercialization or livelihood improvement							
	d.	whose research resulted in an extension program							
	OVP/PI MFO 2. Graduate Student Management Services								
	PI 1: Percentage of graduate students enrolled in research degree programs *		4 Faculty members	100%					All 3 programs are research degree programs.
	PI 2: Percentage of accredited graduate programs *		4 Faculty members	100%					AACUP > MSDevSoc- Level 2 > MS/MLAM - Level 1
	PI 3: Number of graduate degree specializations offered and monitored *		4 Faculty members	3					MSDevSoc; MS/LAM; MLAM
	PI 4: Total FTE coordinated, implemented & monitored*		4 Faculty members	10.00					
	PI 5: Percentage increase in number of graduate students enrolled *		4 Faculty members	20%					From 10 to 12
	PI 6: Percentage increase in number of students who graduated		4 Faculty members	100%					From 2 in 2023 to 4 in 2024
	PI 7: Number of graduate students awarded with honors/distinction *								
	PI 8: Number of graduate students advised *		4 Faculty members	10					
	PI 9: Number of instructional materials developed *								
	On-line ready courseware								
	Flexible instructional materials/Supplemental learning resources								
	Assessment tools								
	Number of virtual classrooms created and operationalized								
	P1 10: Additional Outputs: A.8. Other outputs implementing the new normal due to COVID-19								

[illegible]

[illegible]

[illegible]

[illegible]

MFO 6 GENERAL ADMINISTRATION AND 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	100%					
	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	10					
	Administrative and facilitative services		Admin. Aides	100/month					
	PI 3: Additional Outputs								
	Percentage utilization of budget for the year		All Staff	100%					
	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: _____

DANIEL LESLIE S. TAN
Officer-in-Charge
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