



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, committed to deliver and agreed to be rated on the attained targets in accordance with the indicated measures for the period January - December 2022.

LILIAN B. NUÑEZ

Director, ISRDS

Date: Dec. 23, 2022

MOISES NEIL V. SERIÑO

College Dean

Date:

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):				Total FTE	RDE Commitments***	
Personnel	Number (1)	Min. FTE (2)	(1x2)		Research	Publication
Director	1	12.50	12.50		3.0	1
Faculty w/ Univ. Designated Position	1	12.50	12.50		2.0	
Regular Faculty (VSL)*	2	12.50	25.00		2.0	1
Regular Faculty (TLS)*	0	0	0.00		0.0	
Research & Extension Staff Members (permanent)	2	0	0.00		0.0	
Administrative Staff Members	3	0	0.00		0.0	
TOTAL	9		50.00		7.0	2

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 JANUARY-DECEMBER		Quality	Efficiency	Timeliness	Average	
MFO 1		ADVANCED EDUCATION SERVICES (40%)			Actual	Details					
		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%	100%	1 of 4 faculty members pursuing PhD					

	Number of academe/industry linkages		4 Faculty members	1	7	>Wageningen Univ.; Ateneo de Manila University; USC; KU Leuven; VUB; Ghent Univ.; UHasselt					
	Number of student organizations created		Delima Galgo	1	0	One org. for all degree programs					Has only few graduate students and are working full time. The graduate students are organized by OGS.
MFO 2	HIGHER EDUCATION SERVICES (20%)										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *			NA	NA	No undergraduate program					
	PI 2. Percentage of graduates (2 years prior) that are employed *			NA	NA						
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *			NA	NA						
	PI 4. Percentage of undergraduate programs with accreditations *			NA	NA						
	PI 5: Total FTE, coordinated, implemented and monitored *			NA	NA						
	A9: Actual Faculty's FTE		4 Faculty members	36.00	32.25	2nd Sem 2021-2022 = 15.15 1st Sem 2022-2023 = 17.1					
	A10: Number of grade sheets submitted within prescribed period			20	18	2nd Sem 2021-2022 = 12 1st Sem 2022-2023 = 6; semester ongoing					
	A12: Number of trainings attended related to instruction			5	12						
	PI 8: Number of students advised: *										
	<i>On thesis/ field practice/special problem</i>			0	2	BSAB; BSEcon					
	<i>No. of approved manuscript submitted within prescribed period</i>			0	2	BSAB; BSEcon					
	<i>On consultation</i>			50	175	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	4	5	Scio 11; ABMg 105; AgSc 123; Soci11;					
	* Flexible instructional materials		4 Faculty members	10	25						

	Assessment tools	4 Faculty members	20	20	Sao11; 1st semester 2022-2023 ongoing					
	Number of virtual classrooms created and operationalized	4 Faculty members	4 to be revised	6						
	PI 11: Additional Outputs (teaching of 1 senior high school subject)									
	Actual FTE	Galgo, CR	4.00	0	No assignment from VSUIHS					
	Flexible learning materials	Galgo, CR	5 to be revised	0						
	Assessment tools	Galgo, CR	2	0						
	Virtual classroom	Galgo, CR	1 to be revised	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 *	Nunez, LB Tabada, MATW	2	2	Sand and Gravel; SRA					
	PI 2. Number of research outputs completed within the year *	All Staff	3	4	DRR, Food, SRA, FLRP					
	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	1	1 published Jan 2022, 1 on process					
	<i>In refereed national/ regional journals</i>	4 Faculty members	1	0						
	No. of research proposals submitted/endorsed for external funding	All Staff	1	2	Nunez, Delima					
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *									
	<i>In international fora/conferences</i>	4 Faculty members	1	0						
	<i>In national/ regional fora/ conferences</i>	4 Faculty members	2	0						
	PI 5. Percent of research proposals approved *	All Staff	2	2	Nunez, Delima					
	PI 12. No. of research collaboration/partnership with LGUs	Researchers	1	3	Baybay, Inopacan, Ormoc					
	PI 29. No. of publications qualified for VSU publication incentive award	Researchers	2	1	Delima (under review)					
	Additional outputs*									
	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	R&E Staff	200	1,066	BIDANI - 1,048 BDC - 5 COLLABDev - 13					

	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	4 faculty members	3	3	3 programs submitted to CHED-COPC evaluation					
	Number of packaged documents prepared		3	3	COPC evaluation tools accomplished					
	PI 2. Number of degree programs which passed accreditation/evaluation at least level 1	All Staff	1	1	MSDevSoc accorded Level 2 accreditation					
	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%	90%						
	Response to 5 Opportunities for Improvement (OFIs)	Nunez, LB Gonzaga, EA	100%	100%	1st quarter of 2022					
	Submission of Status Report (FM-QAC-22) for OFIs	Nunez, LB Gonzaga, EA	100%	100%	1st quarter of 2022					
MFO 6	General Admin. & Support Services (GASS)									
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Gonzaga, EA	4	4	ISRDS and extension projects					
	PI 2. Zero percent complaint from clients served	All Staff	90%	100%						
	PI 3. Number of coaching sessions among faculty & staff**	Nunez, LB	18	18	1-3 per staff					
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Nunez, LB	2	2	Cascading of targets and monitoring of accomplishments for OPCR					
	PI 5. Number of monthly/special faculty & staff meetings conducted**	All Staff	14	14	8 staff meetings; 6 faculty meetings					
	Administrative and facilitative services	Admin. Aides	100/month	100	Messengerial services					
	PI 3: Additional Outputs									
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *				>Monthly meeting (reporting by committee & staff); >Improved communication through Messenger platform >Destressing through gardening					

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