

"Annex A"

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, Joel Rey U. Acob, Head of the College of Nursing, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January – June 2021.

Joel Rey U. Acob
Dean, College of Nursing
Date: 19 July 2021

Approved:

Beatriz S. Belonias
Vice President for Academic Affairs
Date: 7/22/21



INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE) TOTAL FTE (1X2) RDE Commitments***

Personnel	Number (1)	Min. FTE (2)		Research	Publication	Extension
1. Acob, Joel Rey U *	20.825			1	3	2
2. Baldonado, Christian Vie P **	23.475			1	0	1
3. Calungsod, Phoebe Lynn B **	21.4			1	0	1
4. Cavite, France Allan M *	22.775			1	0	1
5. Daiz, Devianne Jane **	22.65			0	0	1
6. De Los Santos, Janet Alexis A **, ***	20.875			1	5	0
7. Gapasin, Ciedelle Honey Lou D **	15.075			0	0	1
8. Magno, Jesusa M *	23.2			1	0	1
9. Meneses, Raza Crecia L **	18.2			0	0	0
10. Tolibas, Michelle C **, ***	13.1			0	0	0
TOTAL				6	8	8

Note: * On VSL status. Ratio of instruction and RDE Commitments should be determined based on FTE of 18 units.

** On TLS. Minimum FTE required is 18 units.

***Professors and Associate Professors are required to commit RDE outputs. (Please performance indicators under Research (UMFO 3) and Extension (UMFO 4).

MFO No.	MFO Description	Success/Performance Indicator (PI)	Unit/Persons Responsible	Target	Actual Accomplishments	Rating				Remarks
						Quality	Efficiency	Timeliness	Average	
MFO 2 : HIGHER EDUCATION PROGRAM										
2021 Budget										
Outcome Indicators										
	PI 1: Percentage of first-time licensure exam takers that pass the licensure examination		Dean, Faculty	N/A						Graduates will be taking their NLE in 2022
	PI 2: Percentage of graduates <i>(two years prior)</i> that are employed *		Dean, Faculty	100%						
	PI 3 Percentage of undergraduate student population enrolled in CHED & RDC-identified priority programs.*		Dean, Faculty	N/A						BSN is not yet considered CHED & RDC-identified priority program.
	PI 4: Percentage of undergraduate program with accreditation*		Dean, Faculty	100 % (1/1)						
	PI 5: Total FTE, coordinated, implemented and monitored *		Dean, Faculty	100	201.575	5	5	5	5	201.575/100 (201.575%)
	PI 8: Number of students advised:*									
	a. <i>On thesis / Field practice/ Special Problems/Case studies/ Narrative reports/ portfolios</i>		Dean, Faculty	3	12	4.7	4.7	4.7	4.7	12/3 (400%)
	b. <i>Number of approved manuscripts submitted within prescribed period</i>			5						On-going data collection. Writing and final defense be done in July 2021
	<i>On consultation</i>				171 students	4.8	4.8	4.8	4.8	
	PI 9 : Number of student organizations advised/assisted*		Dean, Faculty, SSC Adviser							
	<i>Student organizations advised</i>			1	1	4.7	4.7	4.7	4.7	SSC

	<i>Student organizations assisted on student related activities</i>		1	1	4.7	4.7	4.7	4.7	
	PI 10: Number of instructional materials developed/revised*	Dean, Faculty							
	a. On-line ready courseware		5	22	5	5	5	5	22/5 (440%)
	b. Flexible instructional materials		5	239	5	5	5	5	239/5 (4,780%)
	c. Assessment tools		5	269	5	5	5	5	269/5 (5,380%)
	d. Number of virtual classrooms created and operationalized		5	10	4.8	4.8	4.8	4.8	10/5 (200%)
	P11: Number of faculty members attending trainings, workshops, etc	Dean, Faculty	5	10	4.7	4.7	4.7	4.7	10/5 (200%)
	P12: Percentage increase in number of undergraduate students enrolled	Dean, Faculty members	27.66 % (70/253)						Enrollment will commence in July 2021.
	PI 1: Additional outputs*	Dean, Faculty							
	a. Self-directed learning notebooks		10	15	4.8	4.8	4.8	4.8	15/10 (150%)
	Total Points				4.84	4.84	4.84	4.84	
MFO 3	RESEARCH SERVICES								
	PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries (<i>BSN Students</i>)*	Dean, Faculty	2	2	4.7	4.7	4.7	4.7	
	PI 2: Number of research projects/ studies completed within the year *	Dean, Faculty	1						On-going analysis and interpretation
	PI 3: Percentage of Research outputs published in internationally-refereed or CHED recognized journal within the year (2%) *	Dean, Faculty							
	<i>In Refereed int'l journal</i>		50%	8	4.9	4.9	4.9	4.9	See attached document
	<i>In Refereed nat'l / regional journals</i>								
	PI 4: Number of research outputs presented in regional/ national/ int'l fora *	Dean, Faculty							
	<i>Int'l fora/ conferences/conferences</i>		2	2	4.8	4.8	4.8	4.8	Dr. JRU Acob during the 4 th international Conference in Health and Sciences in Lincoln University, Malaysia; 12 th International Nursing

									Conference by Airlangga University, Indonesia
	<i>Nat'l /regional fora/ conferences</i>			1	4.8	4.8	4.8	4.8	Dr. CH Gapasin during the Manila Doctors' Research Congress
	PI 5: Percentage of research proposals approved*	Dean, Faculty	50% (2/4)						On-going review at University RDE level
	PI 6: Additional outputs*	Dean, Faculty							
	No. of submitted and copyrighted document			1	4.8	4.8	4.8	4.8	JRU Acob Validation of elderly abuse assessment tool Registration No.02021-136 dated 27 April 2021.
	Total Points				4.8	4.8	4.8	4.8	
MFO 4.	EXTENSION SERVICES								
	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities*	Dean, Faculty in charge	1	7	4.8	4.8	4.8	4.8	7/1 (700%) See attached document
	PI 2: Number of trainees weighted by the length of training*	Dean, Faculty in charge	150	149	4.8	4.8	4.8	4.8	
	PI 3: Number of extension programs organized and supported consistent with the SUCs mandated and priority programs*	Dean, Faculty	2	6	4.9	4.9	4.9	4.9	FAST, HELP, CATCH, CARES, VISCARES, COPE-CHD
	PI 4: Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	CON Faculty, Community beneficiaries	42/ 50 (85%)	105	4.7	4.7	4.7	4.7	105/50 (210%)
	PI 5: Number of technical/ expert services *								
	<i>Research mentoring</i>		1						
	<i>Peer reviewers/ panelist</i>		2	10	4.9	4.9	4.9	4.9	See attached document
	<i>Resource person</i>		4	4	4.8	4.8	4.8	4.8	See attached document
	<i>Convenor/ Organizer</i>		1	2	4.8	4.8	4.8	4.8	4 th International Conference in Health and Sciences – Lincoln University Malaysia; 12 th International Research

									Conference- Airlangga University, Indonesia
	Consultancy								
	Evaluator								
	PI 8: Percent of extension proposals approved*	Dean, Faculty	66% (2/3)	1	4.7	4.7	4.7	4.7	COPE-CHD by Dr. CH Gapasin
	PI 11: Additional outputs *	Dean, Faculty							
	PI12: Number of extension-related awards (extension conducted by faculty or student and faculty) *	Dean, Faculty							
	Total Points				4.8	4.8	4.8	4.8	
MFO 5	SUPPORT TO OPERATIONS (STO)								
OVPI MFO 1. Faculty Development Services									
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted. *	Dean, Faculty	16.67% (1/6)						Still for endorsement
OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 2: Number of Faculty recruited/hired based on needed competencies aligned with ISO Standards*	Dean, Faculty	2	2	4.8	4.8	4.8	4.8	Mr. R Bernardo and Mr J Alterado as affiliate faculty members
OVPI MFO 3. Faculty Evaluation Services									
	PI 3: Number of Seminars/trainings/ conventions /workshops organized /coordinated for the entire university*	Dean, Faculty	1	2	4.8	4.8	4.8	4.8	Conduct of webinars in support to instruction
	PI 4: Number of seminars/ trainings/ conventions/ workshops outside of the university*	Dean, Faculty	2	2	4.8	4.8	4.8	4.8	Invitations as resource persons and CoN as co- convener
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subject evaluated*	Dean, Faculty Students	100% (10/10)	80% (8/10)	4.7	4.7	4.7	4.7	2 faculty members were not released with TPES
	PI 6: Number of in-house seminars/ trainings/workshops/ reviews conducted*	Dean, Faculty	3	1	4.7	4.7	4.7	4.7	Curriculum checklist review conducted
	PI 7: Additional outputs*	Dean, Faculty							
	Number of faculty /staff awards/ honors received related to operations support								

OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8: Compliance to all requirements thru the established/adequate implementation, maintenance of the QMS of the core processes of the College / under ISO 9001: 2015*	Dean, Faculty, Staff		100%	4.8	4.8	4.8	4.8	
Total Points					4.78	4.78	4.78	4.78	
MFO 6. GENERAL ADMINISTRATION & SUPPORT SERVICES (GASS)									
	PI 1: Submission of College PPMP for the following year within deadline as prescribed by BAC*	Dean, Faculty, Staff	1	2	4.8	4.8	4.8	4.8	
	PI 2: Zero percent complaint from clients served	Dean, Faculty & Staff	0	Zero percent complaint					
	PI 3: Number of coaching sessions among faculty and staff**	Dean, Faculty & Staff	2						
	PI 4: Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets **	Dean, Faculty & Staff	2						On-going
	PI 5: Number of monthly/ special faculty and staff meetings conducted**	Dean, Faculty & Staff	10	6	4.8	4.8	4.8	4.8	6/10 (60%)
	PI 6: Additional outputs	Dean, Faculty							
Number of best practices/ new initiatives in academic unit's management replicated/benchmarked by other departments/agencies*									
Conduct of webinars in support to instruction				2	4.8	4.8	4.8	4.8	
Inviting resource persons from industry both local and abroad in support to RLE					4.8	4.8	4.8	4.8	
Total Points					4.8	4.8	4.8	4.8	
Total Points					24.02				
Total No. of Entries					5				
Total Over-all rating					4.804				
Average Rating					4.804				

	Adjectival Rating	Very satisfactory	
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Received by:


DILBERTO A. FERRAREN
 Planning Office
 Date: JUL 26 2021

Calibrated by:


REMBERTO A. PATINDOL
 Chairman, PMT
 Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS
 Vice Pres. for Academic Affairs
 Date: 7/22/21

Approved:


EDGARDO E. TULIN
 University President
 Date: _____

*To indicate in the remarks column the details of the targeted 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.

Visayas State University
College of Nursing

OPCR ACCOMPLISHMENT JANUARY-JUNE 2021
Supporting Details

Performance Indicators	Entries	Responsible person(s)
MFO 3 Research Services (PI3)	<ol style="list-style-type: none"> 1. Job engagement and satisfaction are associated with nurse caring behaviors: a cross sectional study (May 2021) 2. Fear of covid-19, poor quality of sleep, irritability and intention to quit school among nursing students: a cross sectional study (March 2021) 3. Relationship between nurse practice environment and work outcomes: a survey study in the Philippines (February 2021) 4. The impact of fear of covid-19 on job stress, and turnover intentions of frontline nurses in the community: a cross sectional study in the Philippines (January 2021) 5. Social and emotional loneliness among college students during the covid-19 pandemic: the predictive role of coping behaviors, social support and personal resilience (January 2021) 	De los Santos, Janet Alexis A
	<ol style="list-style-type: none"> 6. What are the challenges of treating mentally impaired patients in the era of pandemic? Qualitative explorations of caregivers 	Acob, Joel Rey

	<ul style="list-style-type: none"> 7. Health worker's mental health during the epidemic peak of covid-19 8. Publication opportunities of non-research articles in health 	
MFO 4 Extension Activities P1	<ul style="list-style-type: none"> 1. Stikes Bethesda Yakkum, Indonesia 2. Licoln University College, Malaysia 3. Filipino Nursing Diaspora (FiND) Network, Australia 4. Department of Education- Ormoc City Division 5. Brgy Marcos, Baybay Leyte (2) 6. Brgy Patag, Baybay Leyte 7. Brgy Bunga, Baybay Leyte 	Acob, Joel Rey Gapasin, Ciedelle Honey Lou
MFO 4 Extension Activities P5 (Reviewers/ Panelist)	<ul style="list-style-type: none"> 1. Journal of Advanced Nursing 2. International journal of Mental Health Nursing 3. Nursing Ethics 	De los Santos, Janet Alexis
	<ul style="list-style-type: none"> 4. Health Notion 5. Nurse Education Today 6. Malaysian Journal of Nursing 7. Pediomaternal Nursing 8. Taran-awan Journal 9. Journal of Pharmaceuticals 10. Pakistan Journal of Rehabilitation 	Acob, Joel Rey
MFO 4 Extension Activities P5 (Resource Persons)	<ul style="list-style-type: none"> 1. Manila Doctor's Research Congress 2. 4th International Conference in Health and Science, Lincoln University Malaysia 3. 12th International Nursing Research Conference, Airlangga University, Indonesia 	Acob, Joel Rey

	4. 1 st International Research Conference in Nursing, Biliran Island Province State University	
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JOEL REY U. ACOB
Dean 19 July 2021