



**VISAYAS**  
STATE UNIVERSITY



**DEPARTMENT OF GEODETIC ENGINEERING**

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**OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)**

I, **JUZTINE JANE L. REBUYAS**, Head of the Department of GEODETIC ENGINEERING, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January - December 2020.

**JUZTINE JANE L. REBUYAS**

Department Head

Date: As of December 2020

**ROBERTO C. GUARTE**

College Dean

Date: 26 January 2021

**INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE) AND RDE COMMITMENTS\*\*\***

Personnel	No.	Min. FTE (2)	Total FTE (1x)	Research	Publication	Extension
Department Head	1	4	#VALUE!	0.0	0	0
Faculty w/ Univ. Designated Position	-	0	36.0	0.0	0	0
Regular Faculty (VSL)**	3	12	36.0	2.0	1	1
Regular Faculty (ILS)**	2	18	#VALUE!	0.0	0	0
Part time Faculty	-	0	0.0	0.0	0	0
Admin Staff Members	2	0				
<b>Total</b>	<b>0</b>			<b>2.0</b>	<b>1</b>	<b>1</b>

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

\* 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 (Please Performance Indicators under Research (**UMFO 3**) and extension)

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment	Details of Accomplishment	Quality	Efficiency	Timeliness	Average		





	<b>PI 7:</b> Number of graduate students awarded with honors/distinction *		Head & Faculty																2%
	<b>PI 8:</b> Number of graduate students advised *		Head & Faculty																2%
	<b>PI 9:</b> Number of instructional materials developed *		Head & Faculty																
	On-line ready courseware																		
	Flexible instructional materials																		
	Assessment tools																		
	<b>PI 10:</b> Number of virtual classrooms created and operationalized																		
<b>MFO 2</b>	<b>HIGHER EDUCATION SERVICES (50%)</b>																		
	<b>PI 1.</b> Percentage of first time licensure exam takers that pass the licensure exams *		Dept. Head & Faculty	61													Licensure exam was deferred to 2021		7.5%
	<b>PI 2.</b> Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	95	82%	27/33	5	5	5	5.0							The BSGE graduates of the year 2018 were all employed in government and in private sectors		2.5%
	<b>PI 3.</b> Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		Dept. Head & Faculty		100%	1	5	5	5	5.0									2.5%
	<b>PI 4.</b> Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty	100	100%	1	5	5	5	5.0							BSGE (Level II AACUP Accredited on the year 2018, Level I AACUP Accredited on the year 2015)		2.5%





	On-line ready courseware		Dept. Head & Faculty	7	257%	18	5.0	5.0	4.0	4.7	ESci 112g, GEng 139, ESci 121m, ESci 116n, GEng 153, GEng 111, GEng 127, ESci 139, GEng 125, GEng 113, GEng 123n, GEng 137, GEng 133n, GEng 157, GEng 159, GEng 141n, GEng 135n, GEng 197	
	Flexible instructional materials		Dept. Head & Faculty	7	257%	18	5.0	5.0	4.0	4.7	ESci 112g, GEng 139, ESci 121m, ESci 116n, GEng 153, GEng 111, GEng 127, ESci 139, GEng 125, GEng 113, GEng 123n, GEng 137, GEng 133n, GEng 157, GEng 159, GEng 141n, GEng 135n, GEng 197	
	Assessment tools		Dept. Head & Faculty	35	366%	128	5.0	5.0	4.0	4.7	WPA- 45, MJEM - 8, JPNA-10 , DCGM-23, JJLR-12, GLSS-52, JCB - 29	
	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	7	286%	20	5.0	5.0	5.0	5.0	ESci 112g, GEng 139, ESci 121m, ESci 116n, GEng 153, GEng 111, GEng 127, ESci 139, GEng 125, GEng 113, GEng 123n, GEng 137, GEng 133n, GEng 157, GEng 159, GEng 141n, GEng 135n, GEng 197	
	PI 11: Additional Outputs		Dept. Head & Faculty									
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 *		Dept. Head & Faculty		100%	1	5.0	5.0	5.0	5.0	Phil-Lidar Project flood hazard maps used for CLUP and LUDIP	2%



	<b>PI 2.</b> Number of research outputs completed within the year *	Dept. Head & Faculty										2%
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Dept. Head & Faculty										
	<i>In refereed int'l journals</i>				1	5.0	5.0	5.0	5.0	JCB - International Journal of Housing Markets and Analysis		1.5%
	<i>In refereed nat'l/regional journals</i>		1									0.5%
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Head & Faculty										
	<i>In int'l fora/conferences</i>											1.5%
	<i>In nat'l/regional fora/conferences</i>											0.5%
	<b>PI 5.</b> Percent of research proposals approved *	Dept. Head & Faculty	100%									0.5%
	<b>PI 6.</b> Additional outputs*	Head & Faculty										
	No. of journal articles/scientific paper received and reviewed as peer-reviewer			500%	5	5.0	5.0	5.0	5.0	3-Accomplished Jan-Jun; 2-Accomplished Jul-Dec (1.) Examining the Spatial and		1.5%
<b>MFO 4</b>	<b>EXTENSION SERVICES (10%)</b>											
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension	Dept. Head & Faculty	1	100%	1	5.0	5.0	5.0	5.0	LGU Baybay		2.0%
	<b>PI 2.</b> Number of trainees weighted by the length of training *	Dept. Head & Faculty	15	333%	50	5.0	5.0	5.0	5.0	(Jan-June 2020 Accomplishments)		2%

PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1	400%	4	5.0	5.0	5.0	5.0	(LUDIP Training, Mapping of PUM/PUI in Baybay, Mapping of Close contacts in Baybay, Mapping of Water-hydrants)	2%
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality	Dept. Head & Faculty	95%	100%	50	5.0	5.0	5.0	5.0		1%
PI 5. Number of technical/expert services *	Dept. Head &									1%
Research Mentoring										
Peer reviewers/Panelists										
Resource Persons	JJLR, DCGM, ECC, ABL	4	100%	4	5.0	5.0	5.0	5.0	Capability Building on Land Use Development and Infrastructure Planning Training-workshop: Phase 2. The training was held January 27-31, 2020 with at least 25 participants from extremal campuses and VSU Main Campus. (Jan-June 2020 accomplishments)	
Convenor/Organizer										
Consultancy	ECC	1	100%	1	5.0	5.0	4.0	4.7	Consultation on the relocation survey of lots owned by VSU-Alang-alang (Jan-June 2020)	
Evaluator										
PI 8. Percent of extension proposals approved *	Dept. Head &		100%	1	5.0	5.0	5.0	5.0	PCIEERD-DOST Proposal for "MAHABANG USAPAN 3.0"	0.5%
PI 11. Additional outputs *	Dept. Head & Faculty	1	100%	1	5.0	5.0	5.0	5.0	Daily updates of Maps of PUM and PUI in Baybay City. Production of COVID-19 Monitoring Maps for LGU-Baybay (Jan-June 2020 Accomplishments)	



	No. of extension-related awards (extrn. conducted by faculty or student & faculty) *											1.5%
MFO 5	Support to Operations											
	<b>OVPI MFO 1. Faculty Development Services</b>											
	<b>PI 1:</b> Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *		Dept. Head & Faculty	2	100%	1	5.0	5.0	4.0	4.7	F. F. Morales, Jr. - PhD in Land Management and Land Tenure (Note: JC Bencure graduated in her PhD Degree on May 2020)	0.6%
	PI 1.1 Number of faculty pursuing advanced research degree programs (MS) facilitated, monitored and assisted			2	100%	2	5.0	5.0	4.0	4.7	MJ E. Mercurio graduated his MS Degree last August 2020. R.R. Doñoiz started his Master Degree on August also. While E.C. Colubio, Jr. has one semester extension to finish his MS Degree.	
	PI 1.2 Number of faculty who finished advanced degree programs on time			1	100%	1	5.0	5.0	4.0	4.7	J. C. Bencure - Graduated on May 2020, PhD in Remote Sensing and GIS ( <a href="#">Jan-June 2020 accomplishments</a> )	
	PI 2: Number of faculty granted with external				100%	1	5.0	5.0	4.0	4.7	F.F Morales	
	PI 3: Number of faculty granted with internal				100%	1	5.0	5.0	5.0	5.0	R.R Doñoiz	
	PI 4: Number of faculty granted with sabbatical leave											
	PI 5: Number of faculty sent for trainings, seminars, conferences											
	<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>											
	<b>PI 2:</b> Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *		Dept. Head & Faculty	1	100%	1	5.0	5.0	5.0	5.0	Engr. Wilmar P. Alfeche	0.1%
	<b>OVPI MFO 3. Faculty Evaluation Services</b>											



	PI 3: Number of seminars/trainings/conventions/workshops coordinated for entire university *		Dept. Head & Faculty										0.3%
	PI 4: Number of seminars/trainings/conventions/workshops coordinated outside of the university *		Dept. Head & Faculty										0.3%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *		Dept. Head & Faculty	85%									0.8%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *		Dept. Head & Faculty	1									0.3%
	PI 7 : Additional outputs *		Dept. Head & Faculty										
	Number of faculty/staff awards/honors received related to operations support												0.3%
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>												
	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*		Dept. Head & Faculty	100%	80%	80%	5.0	4.5	4.5	4.7	2 NC during ISO Internal Audit		2.5%
MFO 6	<b>General Admin. &amp; Support Services (GASS)</b>												
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	1	300%	3	5.0	5.0	4.0	4.7	PPMP for GF, and Lab-share and STF for extension project		1%

	PI 2. Zero percent complaint from clients served		Dept. Head & all faculty & staff	0								2%
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	1	100%	1	5.0	5.0	4.0	4.7	During Regular meeting	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	2	150%	3	5.0	5.0	5.0	5.0	OPCR Monitoring for Jan-June Accomplishments, OPCR Monitoring for July-December Accomplishments and Year end	
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	12	117%	14	5.0	5.0	5.0	5.0	Regular and emergency meetings thru virtual or online platforms (7 meetings for July-	
	PI 3: Additional Outputs		Dept. Head & all faculty & staff									
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other											2%
	Observing 5S within the unit			90%								
Total Over-all Rating							170.333					
Average Rating					1.73%		4.867					
Adjectival Rating							Outstanding					

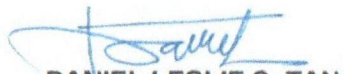
Faculty members: JPNA- James Philip N. Ancheta, JCB- Jannet C. Bencure, ECC- Eulalio C. Colubio, Jr., RRD- Rex R. Doño, DCGM- Diana Christa G. Milloza, JJLR - Juztine Jane L. Rebuyas, GLSS- Glenda Loraine S. Sobrio; Faculty on Study Leave: FFM - Florentino F. Morales, Jr., MJEM - Martin Jan E. Mercurio

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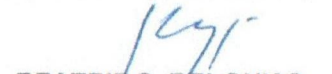
Calibrated by:


Recommending Approval:

Approved:

  
**DANIEL LESLIE S. TAN**  
 Director for Planning  
 Date: FEB 01 2021

  
**REMBERTO A. PATINDOL**  
 Chairman, PMT  
 Date: 1/28/21

  
**BEATRIZ S. BELONIAS**  
 Vice Pres. for Acad. Affairs  
 Date: 1/27/21

  
**EDGARDO E. TULIN**  
 President  
 Date: JAN 28 2021

\* 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