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VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **EPIFANIA G. LORETO**, Head of the Department of Civil 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 2022**.

EPIFANIA G. LORETO
Department Head
Date: 23 December 2022

JANNET C. BENCURE
College Dean
Date: 23 December 2022

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

Personnel	Number (1)	Min. FTE (2)	Min. FTE (2)	Total FTE (1x2)	Research	Publication	Extension
Department Head	1	4.0	4.0	8.0	0	0	0
Faculty w/ Univ.	1	2.5	2.5	5.0	0	0	0
Regular Faculty (VSL)*	1	12.0	12.0	24.0	0	0	0
Regular Faculty (TLS)*	5	18.0	18.0	180.0	0	0	0
Part time Faculty	1	10.0	10.0	20.0	0	0	0
Admin Staff Members	1	0.0	0.0	0.0			
TOTAL:				237.0	0	0	0

RDE Commitments*

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

Note:
* On vacation-sick-leave status. Ratio of Instruction and RDE commitmtents 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.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual % Accomplishment as of 31 Dec. 2022	Actual Details of Accomplishments	Rating Quality	Rating Efficiency	Rating Timeliness	Rating Average	Remark

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	% Accomplishment as of 31 Dec. 2022	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	Remark
UMFO 1.	ADVANCED EDUCATION SERVICES										
	OVPAA MFO 1. Graduate Degree Program Management Services										
		PI 1: Number of graduate degree specializations offered and monitored									
		PI 2: Total FTE monitored									
		PI 3: Percentage of students who graduated within the prescribed period									
	OVPAA MFO 2. Graduate Student Management Services										
		PI 1: Percentage of graduate students awarde with honors/distinction									
		PI 2: Percentage of graduate students advised who rated the adviser/GAC member at least very									
		PI 3: Percentage of graduate school faculty									
		a. Pursuing advanced research degree program									
		b. Actively pursuing in the last three years									
		c. Producing technologies for commercialization or livelihodd imrovement									
		d. whose research work resulted in an extension									
	Total Points:					Total n					
UMFO 2.	HIGHER EDUCATION SERVICES										
	OVPAA MFO 1. Curriculum Program Management Services										
		PI 1: Total FTE Monitored	Dept. Head & Faculty	500	140%	697.55	5	5	5	5.00	2nd Sem A.Y. 2021-2022, Midyear 2021-2022, 1st Sem 2022-2023
		PI 2: Percentage of undergraduate curricular program compliant to CMO approved and offered	Dept. Head & Faculty	0%							
		PI 3: Average percentage passing in licensure exam	Dept. Head & Faculty	61%	87%	53.33%	5	4	5	4.67	34 out of 69 (May 2022). 35 out of 61 (Nov. 2022)

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	% Accomplishment as of 31 Dec. 2022	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	Remark
		PI 4: Numberof graduates in mandated programs graduated within the prescribed period	Dept. Head & Faculty	30	30%	9	3	3	3	3.00	
		PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period	Dept. Head & Faculty	10%	0%						
		PI 6: Percentage increase in number of undergraduate students enrolled	Dept. Head & Faculty	10%	262%	26.24%	5	5	5	5.00	
		PI 7: Number of academe/industry linkages	Dept. Head & Faculty	1	3300%	33	5	5	5	5.00	
		PI 8: Number of students advised									
		On thesis/field practice/special problem	Dept. Head & Faculty	70	181%	127	5	5	5	5.00	
		No. of approved manuscript submitted within prescribed period	Dept. Head & Faculty	50	120%	60	5	5	5	5.00	
		On consultation	Dept. Head & Faculty	300	144%	433	5	5	5	5.00	
		PI 9: Number of student organizations advised/ assisted									
		Student organizations advised	Dept. Head & Faculty	1	100%	1	5	5	5	5.00	VSU-PICE
		Student organizations assisted on student related activities	Dept. Head & Faculty	1	100%	1	5	5	5	5.00	*Engr. JCGaviola, Engr. JAAGulles, Engr. BNAOppus
		PI 10: Number of instructional materials developed/revised									
		On-line ready courseware	Dept. Head & Faculty	15	267%	40	5	5	5	5.00	All Regular Faculty
		Flexible instructional materials	Dept. Head & Faculty	15	547%	82	5	5	5	5.00	All Regular Faculty
		Assessment tools	Dept. Head & Faculty	60	235%	141	5	5	5	5.00	All Regular Faculty
		PI 11: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	17	218%	37	5	5	4	4.67	
		Outcome Indicators:									

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	% Accomplishment as of 31 Dec. 2022	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	Remark
	PI 12: Percentage of first-time licensure exam takers that pass the licensure exams		Dept. Head & Faculty	61%	88%	53.77%	4	4	5	4.33	29 out of 61 (May 2022), 21 out of 35 (Nov. 2022)
	PI 13: Percentage of graduates (2 years prior) that are employed		Dept. Head & Faculty	85%	69%	58.80%	4	4	4	4.00	Hired in both private and public agencies
	PI 14: Percentage of undergraduate students enrolled in CHED-identified and RDC-identified priority programs		Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00	
	PI 15: Percentage of undergraduate programs with accreditation		Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00	BSCE Curriculum
	Additional Outputs										
	Total Points				**Total n**						
UMFO 3.	**RESEARCH SERVICES**										
	PI 1. Number of published papers in internationally indexed journals										
	In refereed int'l journals		Dept. Head & Faculty	1	0%	0					Faculty were not able to submit paper
	In refereed nat'l journals		Dept. Head & Faculty								
	In institutional journals		Dept. Head & Faculty								
	PI 2: Number of research outputs presented in regional/national/ int'l fora/conferences										
	In int'l fora/conferences		Dept. Head & Faculty								
	In nat'l fora/conferences		Dept. Head & Faculty	1	0%	0					conducted
	In reg'l fora/conferences		Dept. Head & Faculty								
	In institutional fora/conferences		Dept. Head & Faculty								
	PI 3: Number of research projects conducted and/or completed on schedule		Dept. Head & Faculty								
	PI 4: Number of research proposals submitted/endorsed for external funding		Dept. Head & Faculty	2	50%	1	5	5	4	4.67	Engr. JCGaviola
	PI 5: Percent of research proposals approved		Dept. Head & Faculty	50%		0					

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	% Accomplishment as of 31 Dec. 2022	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	Remark
	PI 6. Amount of research money generated from external funding (Thousand PHP)		Dept. Head & Faculty								
	PI 7. Amount of research money generated from institutional funding (Thousand PHP)		Dept. Head & Faculty								
	PI 8: No. of research-related awards (research conducted by faculty or student w/ faculty)		Dept. Head & Faculty								
	Outcome Indicator										
	PI 9: Number of research outputs in the last three years utilized be the industry or other beneficiaries		Dept. Head & Faculty								
	PI 10: Number of research outputs completed within the year		Dept. Head & Faculty	1		0					
	PI 11: Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year		Dept. Head & Faculty								
	In refereed int'l journals		Dept. Head & Faculty								
	In refereed nat'l/regional journals		Dept. Head & Faculty	1		0					
	PI 12. Number of research-related awards (research conducted by faculty or students with faculty)		Dept. Head & Faculty								
	Total Points					**Total n:**					
UMFO 4.	**EXTENSION SERVICES**										
	PI 1: Number of person-days trained weighted by length of training		Dept. Head & Faculty	5		0					
	PI 2: Number of trainings conducted		Dept. Head & Faculty	1		0					
	PI 3: Number of IEC materials/techno-guides developed/used		Dept. Head & Faculty								
	PI 4: Number of beneficiaries served			1		0					
	Groups		Dept. Head & Faculty								
	Individuals		Dept. Head & Faculty	5		0					

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual % Accomplishment as of 31 Dec. 2022	Details of Accom-plishments	Rating Quality	Efficiency	Timeliness	Average	Remark
		PI 5: Number of technical/expert services provided/rendered									
		Research Mentoring	Dept. Head & Faculty	1		0					
		Peer reviewers/Panelists	Dept. Head & Faculty								
		Resource Person	Dept. Head & Faculty								
		Convenor/Organizer	Dept. Head & Faculty								
		Consultancy	Dept. Head & Faculty	1		0					
		Evaluator	Dept. Head & Faculty								
		PI 6: Number of extension projects conducted and/or completed on schedule	Dept. Head & Faculty								
		PI 7: Number of extension proposal submitted	Dept. Head & Faculty	2		0					Faculty were not able to submit proposal
		PI 8: Percent of extension proposals approved	Dept. Head & Faculty	50%		0					Faculty were not able to submit proposal
		PI 9: Amount of extension money generated from external funding (Thousand PhP)	Dept. Head & Faculty								
		PI 10: Amount of extension money generated from institutional funding (Thousand PhP)	Dept. Head & Faculty								
		PI 11: No. of extension-related awards (extn. conducted by faculty or student & faculty)	Dept. Head & Faculty								
		Outcome Indicator									
		PI 12: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	Dept. Head & Faculty								
		PI 13: Number of trainees weighted by the length of training	Dept. Head & Faculty	5.00		0					Faculty are overloaded

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	% Accomplishment as of 31 Dec. 2022	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	Remark
		PI 14: Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	Dept. Head & Faculty	1		0					Faculty are overloaded
		PI 15: Percentage of beneficiaries who rate the training course/s as satisfactory or higher in terms of quality and relevance	Dept. Head & Faculty	100%		0					No training was conducted
	Total Points					**Total n**					
UMFO 5.	**SUPPORT TO OPERATIONS (STO)**										
OVPAA MFO 1. Faculty Development Services											
		PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	1	100%	1	5	5	5	5.00	*Engr. Hanzel N. Mejia
		PI 1.1: Number of faculty pursuing advanced research degree programs (MS) facilitated, monitored and assisted *	Dept. Head & Faculty	2	200%	4	5	5	5	5.00	*Engr. Jessie B. Corrales, *Engr. Lindy Jane L. Ando and *Engr. Andy Phil D. Cortes, Engr. John
		PI 1.2: Number of faculty who finished advanced degree program on time	Dept. Head & Faculty								
		PI 2: Number of faculty granted with external scholarships	Dept. Head & Faculty	1	400%	4	5	5	5	5.00	*Engr. Hanzel N. Mejia, Engr. Lindy Jane L. Ando, Engr. Jessie B. Corrales, Engr. John Christian L. Gaviola
		PI 3: Number of faculty granted with internal fellowship grants	Dept. Head & Faculty	2	100%	2	5	5	5	5.00	*Engr. Jessie B. Corrales and *Engr. Lindy Jane L. Ando
		PI 4: Number of faculty granted with sabbatical leave	Dept. Head & Faculty	1	100%	1	5	5	5	5.00	Prof. Epifania G. Loreto (Aug. 1, 2021 -
		PI 5: Number of faculty sent for trainings, seminars, conferences	Dept. Head & Faculty	5	140%	7	4	5	4	4.33	Personal Expenses

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual % Accomplishment as of 31 Dec. 2022	Details of Accomplishments	Rating Quality	Efficiency	Timeliness	Average	Remark
OVPAA MFO 2. Faculty Recruiting/Hiring Services											
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *		Dept. Head & Faculty			3	5	5	5	5.00	Engr. John Allan A. Gulles, Engr. Marianne Damicog, Engr. Fellipe
OVPAA MFO 3. Faculty Evaluation Services											
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire		Dept. Head & Faculty								
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university		Dept. Head & Faculty								
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated		Dept. Head & Faculty	80%	125%	100%	5	5	5	5.00	latest TPES
	PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted/attended		Dept. Head & Faculty								
OVPAA MFO 4. Program and Institutional Accrediation Services											
	PI 1: Number of degree programs which passed accreditation/evaluation at least level 1		Dept. Head & Faculty		100%	1	5	5	5	5.00	
	PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards		Dept. Head & Faculty	100%	100%	100%	5	5	4	4.67	All DCE Faculty and Staff
	PI 3: Degree program compliant with CHED		Dept. Head & Faculty								
	PI 4: Number of activities organized/attended/ assisted/participated/facilitated		Dept. Head & Faculty								
	Additional Outputs:										
	PI 5: 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%	100%	100%	4	5	5	4.67	All DCE Faculty and Staff
Total Points					**Total n**						
UMFO 6. GENERAL ADMINISTRATION & SUPPORT SERVICES											

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	% Accomplishment as of 31 Dec. 2022	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	Remark
	PI 1: Zero percent complaint from clients served		Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00	All DCE Faculty and Staff
	Additional Outputs										
	PI 2: Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head & Faculty	1	200%	2	5	5	5	5.00	Manual PPMP for 2023 and PPMP on STF
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head & Faculty	10	110%	11	5	5	5	5.00	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head & Faculty	10	110%	11	5	5	4	4.67	Within the period of evaluation.
	PI 5. Number of regular executive committee meetings conducted ***		Dept. Head & Faculty	12	100%	12	5	5	4	4.67	Within the period of evaluation.
Total Points					**Total n:**						
Total No. of Entries:							35				
Total Over-all Rating							168.33				
Average Rating							4.81				
Adjectival Rating							Outstanding				

Received by:

TONI MARC L. DARGANTES
Planning Office
Date: DEC 2 3 2022

Calibrated by:

DANIEL LESLIE S. TAN
Chairman, PMT
Date: JAN 0 4 2023

Approved:

EDGARDO E. TULIN
President
Date: 1/5/2023