



**VISAYAS**  
STATE UNIVERSITY



**DEPARTMENT OF ECONOMICS**  
COLLEGE OF MANAGEMENT & ECONOMICS  
VISAYAS STATE UNIVERSITY

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

I, **MA. SALOME B. BULAYOG**, Head of the **Department of Economics**, 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**.

**MA. SALOME B. BULAYOG**

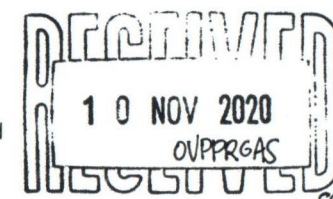
Department Head

Date: \_\_\_\_\_

**MOISES NEIL V. SERINO**

College Dean

Date: 10-16-2020



| INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE): |        |              | Total FTE (1x): | RDE Commitments*** |             |           |
|---------------------------------------------------------------|--------|--------------|-----------------|--------------------|-------------|-----------|
| Personnel                                                     | Number | Min. FTE (2) |                 | Research           | Publication | Extension |
| Department Head                                               | -      |              |                 |                    |             |           |
| Faculty w/ Univ. Designated Position                          | -      |              |                 |                    |             |           |
| Regular Faculty (VSL)*                                        | -      |              |                 |                    |             |           |
| Regular Faculty (TLS)*                                        | -      |              |                 |                    |             |           |
| Part time Faculty                                             | -      |              |                 |                    |             |           |
| Admin Staff Members                                           | -      |              |                 |                    |             |           |

**TOTAL**

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 (Please Performance Indicators under Research (**UMFO 3**) and extension (**UMFO 4**))

| MFO No.      | Success/Performance Indicator (PI)                                                                           | Units/ Persons Responsible | Department Target | Actual Accomplishments           |                            | Rating  |            |            |         | Remark (Details of the targetted outputs indicators with *) |
|--------------|--------------------------------------------------------------------------------------------------------------|----------------------------|-------------------|----------------------------------|----------------------------|---------|------------|------------|---------|-------------------------------------------------------------|
|              |                                                                                                              |                            |                   | % Accomplishment (Jan-June 2020) | Details of Accomplishments | Quality | Efficiency | Timeliness | Average |                                                             |
| <b>MFO 1</b> | <b>ADVANCED EDUCATION SERVICES (20%)</b>                                                                     |                            |                   |                                  |                            |         |            |            |         |                                                             |
|              | <b>OVPI MFO 1. Graduate Degree Program Management Services</b>                                               |                            |                   |                                  |                            |         |            |            |         |                                                             |
| <b>1</b>     | <b>PI 1.</b> Percentage of graduate school faculty engaged in research work applied in any of the following: |                            |                   |                                  |                            |         |            |            |         |                                                             |
|              | a. pursuing advanced research degree program (Ph.D) *                                                        | Concerned grad. Faculty    | 25%               | 25%                              |                            | 5       | 4          | 4          | 4.33    | LSPreciados/ZMHCentino                                      |





|                                                                                                                         |                      |      |       |  |   |   |   |      |                                                            |
|-------------------------------------------------------------------------------------------------------------------------|----------------------|------|-------|--|---|---|---|------|------------------------------------------------------------|
| PI 1. Percentage of first time licensure exam takers that pass the licensure exams *                                    | Dept. Head & Faculty | 62%  | 100%  |  | 5 | 5 | 5 | 5    | BSA AgEcon 2019 Licensure Exam                             |
| PI 2. Percentage of graduates (2 years prior) that are employed *                                                       | Dept. Head & Faculty | 82%  | 100%  |  | 5 | 5 | 5 | 5    | Based on the tracer survey                                 |
| PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs * | Dept. Head & Faculty |      |       |  |   |   |   |      |                                                            |
| PI 4. Percentage of undergraduate programs with accreditations *                                                        | Dept. Head & Faculty | 100% | 100%  |  | 5 | 5 | 5 | 5    | BSEcon AACUP Level 2                                       |
| PI 5: Total FTE, coordinated, implemented and monitored *                                                               | Dept. Head & Faculty | 190  | 75.25 |  | 5 | 5 | 5 | 5    | All teaching faculty member                                |
| PI 8: Number of students advised: *                                                                                     | Dept. Head & Faculty |      |       |  |   |   |   |      |                                                            |
| On thesis/ field practice/special problem                                                                               |                      |      |       |  |   |   |   |      |                                                            |
| No. of approved manuscript submitted within prescribed period                                                           |                      |      |       |  |   |   |   |      |                                                            |
| On consultation                                                                                                         |                      |      |       |  |   |   |   |      |                                                            |
| PI 9: Number of student organizations advised/ assisted *                                                               | Dept. Head & Faculty | 2    | 2     |  | 4 | 4 | 4 | 4    | BCLambert, EFBulayog                                       |
| Student organizations advised                                                                                           |                      |      |       |  |   |   |   |      |                                                            |
| Student organizations assisted on student related activities                                                            |                      |      |       |  |   |   |   |      |                                                            |
| PI 10: Number of instructional materials developed *                                                                    | Dept. Head & Faculty |      |       |  |   |   |   |      |                                                            |
| On-line ready courseware                                                                                                | Dept. Head & Faculty | 18   | 10    |  | 5 | 4 | 4 | 4.33 | All faculty member                                         |
| Flexible instructional materials                                                                                        | Dept. Head & Faculty | 40   | 30    |  | 5 | 4 | 4 | 4.33 |                                                            |
| Assessment tools                                                                                                        | Dept. Head & Faculty | 30   | 68    |  | 5 | 5 | 5 | 5    | All faculty member                                         |
| PI 10: Number of virtual classrooms created and operationalized                                                         | Dept. Head & Faculty | 18   | 6     |  | 4 | 4 | 4 | 4    | AgSci 12, Econ 102, Econ 133, Econ 101, AgSci 12, SoSt 111 |
| PI 11: Additional Outputs                                                                                               | Dept. Head & Faculty |      |       |  |   |   |   |      |                                                            |
| Other outputs implementing the new normal due to covid 19                                                               |                      | 2    | 2     |  | 4 | 4 | 4 | 4    | Course syllabus, TOS                                       |

|       |                                                                                                                                                      |                      |     |      |  |   |   |   |   |                                        |
|-------|------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|-----|------|--|---|---|---|---|----------------------------------------|
| 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 | 2   | 2    |  | 4 | 4 | 4 | 4 | PES study in Lake Danao, Lake Mahagnao |
|       | PI 2. Number of research outputs completed within the year *                                                                                         | Dept. Head & Faculty | 2   | 2    |  | 4 | 4 | 4 | 4 | MSBBulayog                             |
|       | PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *                         | Dept. Head & Faculty |     |      |  |   |   |   |   |                                        |
|       | In refereed int'l journals                                                                                                                           |                      |     |      |  |   |   |   |   |                                        |
|       | In refereed nat'l/regional journals                                                                                                                  |                      |     |      |  |   |   |   |   |                                        |
|       | PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *                                                            | Dept. Head & Faculty |     |      |  |   |   |   |   |                                        |
|       | In int'l fora/conferences                                                                                                                            |                      | 2   | -    |  |   |   |   |   |                                        |
|       | In nat'l/regional fora/conferences                                                                                                                   |                      | 4   | -    |  |   |   |   |   |                                        |
|       | PI 5. Percent of research proposals approved *                                                                                                       | Dept. Head & Faculty | 20% | -    |  |   |   |   |   |                                        |
|       | PI 6. Additional outputs*                                                                                                                            | Dept. Head & Faculty |     |      |  |   |   |   |   |                                        |
|       | No. of research-related awards (research conducted by faculty or student w/ faculty)                                                                 |                      |     |      |  |   |   |   |   |                                        |
| MFO 4 | EXTENSION SERVICES (10%)                                                                                                                             |                      |     |      |  |   |   |   |   |                                        |
|       | PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *            | Dept. Head & Faculty | 4   | 5    |  | 5 | 5 | 5 | 5 |                                        |
|       | PI 2. Number of trainees weighted by the length of training *                                                                                        | Dept. Head & Faculty | 200 | 20   |  | 5 | 5 | 5 | 5 | ViSERDAC Trainings                     |
|       | PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *                                | Dept. Head & Faculty | 6   | 3    |  | 4 | 4 | 4 | 4 | ViSERDAC Extension activities          |
|       | PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance* | Dept. Head & Faculty | 95% | 100% |  | 5 | 5 | 5 | 5 | ViSERDAC Trainings                     |
|       | PI 5. Number of technical/expert services *                                                                                                          | Dept. Head & Faculty |     |      |  |   |   |   |   |                                        |
|       | Research Mentoring                                                                                                                                   |                      | 2   | 1    |  | 4 | 4 | 4 | 4 | Dr. Serino mentoring faculty members   |



[illegible]

|                       |                                                                                                                                                                                                |                            |                                |                 |  |      |   |   |   |                   |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|--------------------------------|-----------------|--|------|---|---|---|-------------------|
|                       | 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       | 1% NC                          | zero % NC       |  | 5    | 5 | 5 | 5 | ISO Certification |
| <b>MFO 6</b>          | <b>General Admin. &amp; Support Services (GASS)</b>                                                                                                                                            |                            |                                |                 |  |      |   |   | 5 |                   |
|                       | PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*                                                                                       | Dept. Head                 | On time submission of DOE PPMP | before deadline |  | 5    | 5 | 5 | 5 |                   |
|                       | PI 2. Zero percent complaint from clients served                                                                                                                                               | Dept. Head & all faculty & | 1%                             | 0 % complaint   |  | 5    | 5 | 5 | 5 |                   |
|                       | PI 3. Number of coaching sessions among faculty & staff**                                                                                                                                      | Dept. Head                 | 2                              | 4               |  | 5    | 5 | 5 | 5 |                   |
|                       | PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**                                                             | Dept. Head                 | 1                              | 1               |  | 4    | 4 | 4 | 4 |                   |
|                       | PI 5. Number of monthly/special faculty & staff meetings conducted**                                                                                                                           | Dept. Head                 | 10                             | 12              |  | 5    | 5 | 5 | 5 |                   |
|                       | PI 3: Additional Outputs                                                                                                                                                                       | Dept. Head &               |                                |                 |  |      |   |   |   |                   |
|                       | Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *                                                                        |                            | 1                              | 1               |  | 4    | 4 | 4 | 4 |                   |
|                       | Other outputs implementing the new normal due to covid 19                                                                                                                                      |                            | 8                              | 6               |  | 5    | 5 | 5 | 5 |                   |
| Total Over-all Rating |                                                                                                                                                                                                |                            |                                |                 |  | 181  |   |   |   |                   |
| Average Rating        |                                                                                                                                                                                                |                            |                                |                 |  | 4.63 |   |   |   |                   |
| Adjectival Rating     |                                                                                                                                                                                                |                            |                                |                 |  | O    |   |   |   |                   |

Received by:

DILBERTO O. FERRAREN

Planning Office

Date:

Calibrated by:

REMBERTO A. PATINDOL

Chairman, PMT

Date:

Recommending Approval:

BEATRIZ S. BELONIAS

Vice Pres. for Instruction

Date:

Approved:

EDGARDO E. TULIN

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