VISAYAS STATE UNIVERSITY

COLLEGE OF ARTS AND SCIENCES
VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)(CAS)

I, <u>Ma. Theresa P. Loreto</u>, Dean of the College of Arts and Sciences , 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

MA. THERESA P. LORETO
College Dean
Date: Oct. 11, 2021

BEATRIZ S. BELONIAS
Vice President for Acad. Affairs
Date: _____

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

Personnel		Target	Actual
DoPAC	-	205	253.10
DBS	-	100.00	358.06
Biotech	-	12.00	12.45
DepStat	-	160.00	180.40
DMP	-	500.0	310.15
DLABS	-	640.0	1455.14
TOT		1,617.000	2569.30

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

Note:
* On vacation-sick-leave status. Ratio of Instruction and RDE commitmtents should 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	Consolidated Targets of all acad. departments*	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
							% Accomplishment as of June 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
MFO 1	**ADVANCED EDUCATION SERVICES (20%)**													
	OVPI MFO 1. Graduate Degree Program Management Services													
	PI 1.		Percentage of graduate school faculty engaged in research work applied in any of the following:											4%
		a.	pursuing advanced research degree program (Ph.D) *		College Dean & Dept. Heads	4	200.00%	8	5.0	5.0	5.0	5.0		

		actively pursuing in the last three (3) years b. (investigative research, basic and applied scientific research, policy research social science research)	College Dean & Dept. Heads	4.7	297.87%	14	5.0	5.0	5.0	5.0		
OVPI MFO 2. Graduate Student Management Services												
PI 3:	Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty	5	100.00%	5	5.0	5.0	5.0	5.0		2%
PI 4:	Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty	17.5	212.46%	37.18	5.0	5.0	5.0	5.0		2%
PI 5:	Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty	50%	0.00%	To be accomplished on July-December						2%
PI 6:	Percentage increase in number of students who graduated within prescribed period *		Dept. Head & Faculty	75%	0.00%	To be accomplished on July-December						2%
PI 8:	Number of graduate students advised *		Faculty	22	181.82%	40	5.0	5.0	5.0	5.0		2%
PI 9:	Number of instructional materials developed *		Faculty									
	On-line ready courseware			3	200.00%	6	5.0	5.0	5.0	5.0		
	Flexible instructional materials			11	118.18%	13	5.0	5.0	5.0	5.0		
	Assessment tools			15	606.00%	90.9	5.0	5.0	5.0	5.0		
	Syllabus			1	200.00%	2	5.0	5.0	5.0	5.0		
PI 10:	Number of virtual classrooms created and operationalized			13	107.69%	14	5.0	5.0	5.0	5.0		
PI	Additional Outputs											
	Number of PhD dissertation proposals reviewed mfor appropraiteness of the statistical design			2	100.00%	2	5.0	5.0	5.0	5.0		
MFO 2 HIGHER EDUCATION SERVICES (50%)												
PI 2:	Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	164%	229.27%	376	5.0	5.0	5.0	5.0		2.5%
PI 3:	Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		Dept. Head & Faculty	351.01%	85.19%	299.01%	5.0	4.0	4.7	4.6		2.5%
PI 4:	Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty	102%	149.02%	152%	5.0	5.0	5.0	5.0		2.5%
PI 5:	Total FTE, coordinated, implemented and monitored *		Dept. Head & Faculty	1617	158.89%	2569.3	5.0	5.0	5.0	5.0		20%
PI 8:	Number of students advised: *		Dept. Head & Faculty									
	On thesis/ field practice/special problem		Dept. Head & Faculty	81	111.11%	90	5.0	5.0	5.0	5.0		1%
	No. of approved manuscript submitted within prescribed period		Dept. Head & Faculty	28	28.57%	8	5.0	4.5	4.5	4.7		1%
	On consultation		All Faculty Members	301	444.55%	1338.1	5.0	5.0	5.0	5.0		0.5%
	On immersion											

20%

PI 9:	Number of student organizations advised/ assisted *	Dept. Head & Faculty										
	Student organizations advised	Dept. Head & Faculty	6	133.33%	8	5.0	5.0	5.0	5.0		1.25%
	Student organizations assisted on student related activities	Dept. Head & Faculty	6	116.67%	7	5.0	5.0	5.0	5.0		1.25%
PI	Number of instructional materials developed *	Dept. Head &									10%
	On-line ready courseware	Dept. Head &	57	307.02%	175	5.0	5.0	5.0	5.0		
	Flexible instructional materials	Dept. Head &	67	543.28%	364	5.0	5.0	5.0	5.0		
	Assessment tools	Dept. Head &	43	760.37%	326.96	5.0	5.0	5.0	5.0		
PI 10:	Number of virtual classrooms created and operationalized	Dept. Head & Faculty	107	180.37%	193	5.0	5.0	5.0	5.0		
PI	Additional Outputs	Faculty									
	Department policy for timely submission of IM related documents (i.e., syllabus, TOS, etc.)		11	218.18%	24	5.0	5.0	5.0	5.0		
	Number of OBE course syllabi prepared and approved for use		20	105.00%	21	5.0	5.0	5.0	5.0		
	No. of TOS prepared and approved		15	100.00%	15	5.0	5.0	5.0	5.0		
	Number of trainings attended related to instruction		2	150.00%	3	5.0	5.0	5.0	5.0		
MFO 3	**RESEARCH SERVICES (10%)**										
PI 1:	Number of research outputs in the last three (3) years utilized by the industry or by other	Dept. Head & Faculty	2	100.00%	2	5.0	5.0	5.0	5.0		2%
PI 2:	Number of research outputs completed within the year *	Dept. Head & Faculty	11	236.36%	26	5.0	5.0	5.0	5.0		2%
PI 3:	Percentage of research outputs published in internationally-referred or CHED recognized journal										
	In refereed int'l journals		4	500.00%	20	5.0	5.0	5.0	5.0		1.50%
	In refereed nat'l/regional journals		0	100.00%	6	5.0	5.0	5.0	5.0		0.50%
PI 4:	Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty									
	In int'l fora/conferences		2	100.00%	2	5.0	5.0	5.0	5.0		1.50%
	In nat'l/regional fora/conferences		3	166.67%	5	5.0	5.0	5.0	5.0		0.50%
	In institutional for a/conferences		5	160.00%	8	5.0	5.0	5.0	5.0		
PI 5:	Percent of research proposals approved *		100%	100.00%	100.00%	5.0	5.0	5.0	5.0		0.5%
PI 6:	Additional outputs*										
	No. of research proposals submitted	Faculty	2	110.00%	2.2	5.0	5.0	5.0	5.0		1.50%
	No. of research-related awards (research conducted by faculty or student w/ faculty)		0	100.00%	1	5.0	5.0	5.0	5.0		
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 *		4	175.00%	7	5.0	5.0	5.0	5.0		2.0%

10%

10%

10%

PI 2:	Number of trainees weighted by the length of training *			65	481.54%	313	5.0	5.0	5.0	5.0		2%
PI 3:	Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *			3	100.00%	3	5.0	5.0	5.0	5.0		2%
PI 4:	Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*			165%		To be accomplished on July-December						1%
PI 5:	Number of technical/expert services *	Dept. Head & Faculty										1%
	Research Mentoring			0	100.00%	10	5.0	5.0	5.0	5.0		
	Peer reviewers/Panelists			2	150.00%	3	5.0	5.0	5.0	5.0		
	Resource Persons			1	200.00%	2	5.0	5.0	5.0	5.0		
	Convenor/Organizer			1	200.00%	2	5.0	5.0	5.0	5.0		
	Consultancy			15	53.33%	8	5.0	4.7	4.5	4.7		
	Evaluator			11	236.36%	26	5.0	5.0	5.0	5.0		
PI 8:	Percent of extension proposals approved *			90%	100.00%	90	5.0	5.0	5.0	5.0		0.5%

MFO 5 SUPPORT TO OPERATIONS

OVPI MFO 1. Faculty Development Services

PI 1:	Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty		19	121.05%	23	5.0	5.0	5.0	5.0		0.625%

OVPI MFO 2. Faculty Recruitment/Hiring Services

PI 2:	Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Head and DPC		33	109.09%	36	5.0	5.0	5.0	5.0		0.125%

OVPI MFO 3. Faculty Evaluation Services

PI6 :	Number of in-house seminars/trainings/ workshops/reviews conducted *			4	300.00%	12	5.0	5.0	5.0	5.0		0.25%

OVPI MFO 4. Program and Institutional 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*	Dept. Head & Faculty		1	100.00%	1	5.0	5.0	5.0	5.0		2.50%

MFO 6 GENERAL ADMINISTRATIVE AND SUPPORT

PI 1.	Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head		5	140.00%	7	5.0	5.0	5.0	5.0		1%
PI 2.	Zero percent complaint from clients served	Dept. Head & all faculty & staff	0% complaint	100.00%	0% complaint	5.0	5.0	5.0	5.0			2%
PI 3.	Number of coaching sessions among faculty & staff**	Dean and Dept. Heads		14	135.71%	19	5.0	5.0	5.0	5.0		

5%

PI 4.	Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dean and Dept. Heads	12	108.33%	13	5.0	5.0	5.0	5.0		
PI 5.	Number of monthly/special faculty & staff meetings conducted**	College Dean	31	158.06%	49	5.0	5.0	5.0	5.0		
PI 3:	Additional Outputs										
	Number of Best practices/new initiatives in academic units' management	Deans & Dept. Heads	2								2%

Total Over-all Rating			283.967	
Average Rating			4.896	
Adjectival Rating			OUTSTANDING	

Received by:

DILBERTO O. FERRAREN, PhD
Planning Office
Date: OCT 1 5 2021

Calibrated by:

DANIEL LESLIE S. TAN
Chairman, PMT
Date: _____

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Acad. Affairs
Date: _____

Approved:

EDGARDO E. TULIN
President
Date: _____

*   The College target should be equal to the consolidated target of the departments under the College.

**   To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

***   No percentage weight for ranking purposes since the Office of the Dean is automatically attached to the highest ranking department under him.