

Visayas State University  
College of Management and Economics  
**DEPARTMENT OF ECONOMICS**  
Visca, Baybay City, Leyte


JAN 25 2019

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

I, MOISES NEIL V. SERIÑO, 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 July 1 to Dec. 31, 2018.

  
**MOISES NEIL V. SERIÑO**  
Department Head

  
**ANTONIO P. ABAMO**  
Dean, CME

  
**BEATRIZ S. BELONIAS**  
Vice-Pres. for Instruction

Department of Economics (1st semester, 2018-2019)

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

Personnel

|                                      | <u>Number</u> | <u>FTE(2nd SEM)</u> | <u>FTE(1st SEM)</u> | <u>FTE/Summer</u> | <u>FTE Total</u> |
|--------------------------------------|---------------|---------------------|---------------------|-------------------|------------------|
| Department Head                      | 1             | 5.65                |                     |                   | 5.65             |
| Faculty w/ Univ. Designated Position | 0             | 0.00                |                     |                   | 0.00             |
| Regular Faculty (Vac. & Sick Leaves) | 4             | 125.70              |                     |                   | 125.70           |
| Regular Faculty (Teacher's Leave)    | 4             | 27.15               |                     |                   | 27.15            |
| Part time Faculty Members            | 0             |                     |                     |                   | 0.00             |
| Affiliate Staff                      | 3             | 10.70               |                     |                   | 10.70            |
| Substitute Instructor                | 1             | 21.75               |                     |                   | 21.75            |
| Graduate Teaching Assistant          | 1             | 2.85                |                     |                   | 2.85             |
| Administrative staff                 | 2             |                     |                     |                   |                  |

Rating Equivalents:

- 5 - Outstanding
- 4 - Very Satisfactory
- 3 - Satisfactory
- 2 - Fair
- 1 - Poor

| MFO No.  | MFO Description | Success/Performance Indicator (PI)                                    | Units/Persons Responsible* | Target     | Actual Accomplishment            |                           | Rating  |            |            |         | Remark   |
|--|-----------------|---|----------------------------|------------|----------------------------------|---------------------------|---------|------------|------------|---------|--|
|  |                 |   |                            |            | % Accomplishment as of June 2018 | Details of Accomplishment | Quality | Efficiency | Timeliness | Average |  |
| UMFO 1: Advanced Education Services                |                 |   |                            |            |                                  |                           |         |            |            |         |  |
| MFO 1. Graduate Degree Program Management Services |                 |   |                            |            |                                  |                           |         |            |            |         |  |
|  |                 | PI 1. Number of graduate degree specializations offered and monitored |                            | 2          | 2                                |                           | 4.5     | 4.5        | 4.5        | 4.5     | MS AgEcon / MAgDec-AgEcon                            |
|  |                 | PI 2. Number of FTE coordinated and implemented                       |                            | 7          | 9.76                             |                           | 5       | 5          | 5          | 5       | Econ 211, 213, 231, 214, 248, AgEc215, 211, 299, 211 |
|  |                 | P1.3. Percentage increase in number of graduate students enrolled.    |                            | 50 percent | 50 percent                       |                           | 4.8     | 4.8        | 4.8        | 4.8     |  |

|  |  |  |   |    |       |  |     |     |     |      |  |
|--|--|--|---|----|-------|--|-----|-----|-----|------|--|
|  |  | P1.4. Percentage increase in the number of students who graduated within prescribed period.                          |   |    |       |  |     |     |     |      |  |
| <b>MFO 2: Graduate Student Management Services</b>   |  |  |   |    |       |  |     |     |     |      |  |
|  |  | P1.1. Number of graduate students awarded with scholarship/ assistantship  |   | 1  | 2     |  | 5   | 5   | 5   | 5    | CHED, VSU-GTA                                |
|  |  | P1.2. Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period |   |    |       |  |     |     |     |      |  |
|  |  | P1.3. Number of graduate students awarded with honors/distinction  |   |    |       |  |     |     |     |      |  |
|  |  | P1.4. Number of approved thesis outline submitted within the prescribed period.                                      |   | 1  | 3     |  | 5   | 5   | 5   | 5    |  |
|  |  | P1.5. Number of approved manuscript submitted within the prescribed period.  |   | 1  | 1     |  | 4.5 | 4.5 | 4.5 | 4.5  |  |
|  |  | P1.6. Number of Instructional materials developed/revised and utilized.  |   | 1  | 1     |  | 4.5 | 4.5 | 4   | 4.33 |  |
| <b>UMFO 2: Higher Education Services</b>             |  |  |   |    |       |  |     |     |     |      |  |
| <b>MFO 1. Curriculum Program Management Services</b> |  |  |   |    |       |  |     |     |     |      |  |
|  |  | P1.1. Number of FTE coordinated and implemented  | All DOE faculty & affiliate instructors   | 70 | 77.81 |  | 5   | 5   | 5   | 5    | BS Econ and BSA-AgEcon                       |
|  |  | P1.2. Average percentage passing in licensure in mandated programs   |   |    |       |  |     |     |     |      | NA   |
|  |  | P1.3. Number of graduates in mandated programs graduated w/in prescribed period                                      | All DOE faculty & affiliate instructors   |    |       |  |     |     |     |      | NA (No graduate for 2nd sem)                 |
|  |  | P1.4. Number of degree programs compliant to CMO supervised & implemented  | Dept. Head                                | 2  | 4     |  | 5   | 5   | 5   | 5    | BSEcon , BS-AgEcon, MS-AgEcon, MAgDev-AgEcon |
|  |  | P. 5. Number of academe/Industry linkage established   |   |    |       |  |     |     |     |      |  |
|  |  | P1.6a. Number of students advised  | All DOE Regular Faculty & Affiliate Staff | 8  | 16    |  | 5   | 5   | 5   | 5    | BS Econ, BS AgEcon                           |
|  |  | On thesis/ field practice/special problem  |   |    |       |  |     |     |     |      |  |
|  |  | On consultation  |   | 8  | 16    |  | 5   | 5   | 5   | 5    | BS Econ, BS AgEcon                           |
|  |  | P1.6b. No. of student organi-zations Advised/Assisted  |   |    |       |  |     |     |     |      |  |
|  |  | Student organizations advised  |   | 1  | 1     |  | 4.5 | 4.5 | 4.5 | 4.5  | Young Economist Society                      |
|  |  | Student organizations assisted on student related activities   | All DOE Faculty, Staff and Students       | 1  | 1     |  | 4.5 | 4   | 4.7 | 4.4  | Young Economist Society                      |



|   |  |   |                 |              |      |  |     |     |     |                   |
|---|--|---|-----------------|--------------|------|--|-----|-----|-----|-------------------|
|   |  | <b>PI.7.</b> Number of instructional materials developed                          |                 |              |      |  |     |     |     |                   |
|   |  | <i>New syllabi</i>  |                 |              |      |  |     |     |     |                   |
|   |  | <i>Revised syllabi</i>  |                 | 1            | 2.00 |  | 5   | 5   | 5   | OBEdized syllabus |
|   |  | <i>New lecture manual</i>   |                 |              |      |  |     |     |     |                   |
|   |  | <i>Revised lecture manual</i>   |                 |              |      |  |     |     |     |                   |
|   |  | <i>New lab. manual</i>  |                 |              |      |  |     |     |     |                   |
|   |  | <i>Revised Lab. Manual</i>  |                 | 1            | 2    |  | 4.5 | 4.5 | 4.5 | 4.5               |
|   |  | <i>New Powerpoint lecture presentation (per course)</i>                           | All DOE Faculty | 1            | 3    |  | 5   | 5   | 5   | 5                 |
|   |  | <i>Revised Powerpoint lect. presentation (per course)</i>                         | All DOE Faculty | 5            | 8    |  |     |     |     |                   |
|   |  | <i>On-line course lecture materials</i>   |                 | 1            | 1    |  | 4.5 | 4.5 | 4   | 4.3               |
|   |  | <i>On-line course lab.materls</i>   |                 |              |      |  |     |     |     |                   |
|   |  | <b>PI.8.</b> Number of Academe/ Industry Linkage established:                     |                 |              |      |  |     |     |     |                   |
|   |  | <i>International</i>  |                 |              |      |  |     |     |     |                   |
|   |  | <i>National</i>   |                 |              |      |  |     |     |     |                   |
|   |  | <i>Local/Regional</i>   |                 | 1            | 2    |  | 5   | 5   | 5   | 5                 |
|   |  | <b>PI.9.</b> Awards/Honors received by students/faculty                           |                 |              |      |  |     |     |     |                   |
|   |  | <i>Number of awards received by students</i>                                      |                 |              |      |  |     |     |     |                   |
|   |  | <i>Number of awards received by faculty</i>                                       |                 | 4            | 13   |  | 5   | 5   | 5   | 5                 |
|   |  | <i>Number of Professorial Chair awardee</i>                                       |                 |              |      |  |     |     |     |                   |
|   |  | <b>PI.10.</b> Additional outputs  |                 |              |      |  |     |     |     |                   |
|   |  | <i>Number of student awards/honors received</i>                                   |                 | 1            | 2    |  | 5   | 5   | 5   | 5                 |
|   |  | <i>Accreditation of curricular program (2nd level)</i>                            |                 | 1            | 1    |  | 4.5 | 4.5 | 4.5 | 4.5               |
|   |  | <i>Number of Computer Software Developed</i>                                      |                 |              |      |  |     |     |     |                   |
| <b>MFO 2. Student Management Services</b> |  |   |                 |              |      |  |     |     |     |                   |
|   |  | <b>PI.1</b> Percentage increase of students enrolled in different degree programs |                 | at least 50% | 0.70 |  | 5   | 5   | 5   | 5                 |
|   |  | <b>PI.2.</b> Number of students awarded with scholarship/fellowship/grants        |                 | 5            | 6    |  | 4.8 | 4.8 | 4.8 | 4.8               |

|  |  |  |  |   |   |  |     |     |     |     |  |
|--|--|--|--|---|---|--|-----|-----|-----|-----|--|
|  |  | <b>P1.3.</b> Number of graduates gainfully employed in jobs related to their undergraduate prog.                             |  | 5 | 8 |  | 5   | 5   | 5   | 5   | Right after graduation up to 3 months  |
|  |  | <b>P1.4.</b> Number of students availing of dormitory facilities   |  | 4 | 6 |  | 4.6 | 4.6 | 4.6 | 4.6 |  |
| <b>UMFO 3: Support to Operations (STO)</b>           |  |  |  |   |   |  |     |     |     |     |  |
| MFO 1. Faculty Development Services                  |  |  |  |   |   |  |     |     |     |     |  |
|  |  | <b>P1.1.</b> Number of faculty pursuing advanced research degree programs (Ph.D) facilitated, monitored and assisted         | BC Lambert & Zyra May H. Centino           | 1 | 2 |  | 4.5 | 4.5 | 4.5 | 4.5 | pursuing PhD Economics in Ateneo University & Ag. Econ in UPLB                   |
| MFO 2. Faculty Recruitment/Hiring Services           |  |  |  |   |   |  |     |     |     |     |  |
|  |  | <b>P1.1.</b> Number of faculty recruited aligned with ISO standards  | Karl John A. Galvez                        | 1 | 1 |  | 4.5 | 4.5 | 4.5 | 4.5 | Regular position   |
| MFO 3. Faculty Evaluation Services                   |  |  |  |   |   |  |     |     |     |     |  |
|  |  | <b>P1.1.</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated | ALL DOE Faculty and Affiliate staff        | 7 | 9 |  | 5   | 5   | 5   | 5   | Regular faculty and affiliate  |
| MFO 4. Program & Institutional Accrediation Services |  |  |  |   |   |  |     |     |     |     |  |
|  |  | <b>P1.1.</b> Number of degree programs w/c passed accreditation/ evaluation at least Level 1                                 | BS Econ/ MS Econ. MAgDev-AgEcon, BS AgEcon | 4 | 4 |  | 5   | 5   | 5   | 5   | BSEcon - Level II, BSA-AgEcon - Level IV, MS AgEcon and MAgDev AgEcon - Level IV |
|  |  | <b>P1.2.</b> QMS on faculty recruitment, development and performance evaluation aligned with ISO standards                   | All DOE Faculty                            | 1 | 1 |  | 4.8 | 4.8 | 4.8 | 4.8 |  |
|  |  | <b>P1.3.</b> Degree programs complaint with CHED   | All DOE Faculty                            | 4 | 4 |  | 4.7 | 4.7 | 4.7 | 4.7 | All programs offered by the Department   |
| <b>UMFO 4: Research</b>                              |  |  |  |   |   |  |     |     |     |     |  |
| MFO 1. Research Services                             |  |  |  |   |   |  |     |     |     |     |  |
|  |  | <b>PI 1.</b> Number of published papers in internationally indexed journals  |  |   |   |  |     |     |     |     |  |
|  |  | <i>In refereed int'l journals</i>  |  | 1 | 5 |  |     |     |     |     | Scopus Indexed<br>Accredited Journals CHED                                       |
|  |  | <i>In refereed nat'l journals</i>  |  |   |   |  |     |     |     |     |  |
|  |  | <i>In institutional journals</i>   |  |   |   |  |     |     |     |     |  |
|  |  | <b>PI 2.</b> Number of research outputs presented in regional/national/ int'l fora/conferences                               | All DOE Faculty                            |   |   |  |     |     |     |     |  |
|  |  | <i>In int'l fora/conferences</i>   |  | 2 | 4 |  | 5   | 5   | 5   | 5   | AAACU, CIAT, ERIA  |
|  |  | <i>In nat'l fora/conferences</i>   |  | 1 | 2 |  | 4.8 | 4.8 | 4.8 | 4.8 | DLSU, PES  |



|   |  |   |  |      |      |   |     |     |     |      |   |
|---|--|---|--|------|------|---|-----|-----|-----|------|---|
|   |  | <i>In reg'l fora/conferences</i>  |  | 1    | 8    |   | 5   | 5   | 5   | 5    | RRDEN, ViCARD                               |
|   |  | <i>In institutional fora/conferences</i>  |  | 1    | 2    |   | 4.8 | 4.8 | 4.8 | 4.8  |   |
|   |  | <b>PI 3.</b> Number of research projects conducted and/or completed on schedule           |  | 5    | 13   |   | 5   | 5   | 5   | 5    | DENR, PCAARRD, CIAT, ERIA, VSU, GAD, DA-BAR |
|   |  | <b>PI 4.</b> Number of research proposals submitted                                       |  | 2    | 4    |   | 5   | 5   | 5   | 5    |   |
|   |  | <b>PI 5.</b> Percent of research proposals approved                                       |  | 1    | 1    |   | 4.7 | 4.7 | 4.7 | 4.7  | CIAT  |
|   |  | <b>PI 6.</b> Amount of research money generated from external funding (Thousand PHP)      |  | 1m   | 7m   |   | 5   | 5   | 5   | 5    | PCAARRD, DENR, NEDA, CIAT                   |
|   |  | <b>PI 7.</b> Amount of research money generated from institutional funding (Thousand PHP) |  | 100k | 300k |   | 5   | 5   | 5   | 5    | VSU   |
|   |  | <b>PI 8.</b> Additional outputs   |  |      |      |   |     |     |     |      |   |
|   |  | No. of research-related awards (research conducted by faculty or student w/ faculty)      |  | 4    | 10   |   | 5   | 5   | 5   | 5    | RRDEN, ViCARD (Best Poster/ Best Paper)     |
|   |  | P1.9. Number of research conducted and completed on time                                  |  | 1    | 3    |   | 5   | 5   | 5   | 5    | NEDA  |
|   |  | P1.10. Number of Scientific for a coordinated/facilitated                                 |  | 1    | 1    |   | 4.5 | 4   | 4.5 | 4.3  |   |
|   |  | P1.11. Number of Linkages forged  |  |      |      |   |     |     |     |      |   |
|   |  | International   |  | 2    | 2    |   | 5   | 5   | 5   | 5    | CIAT, ACIAR                                 |
|   |  | National  |  | 2    | 3    |   | 5   | 5   | 5   | 5    | DENR, PCAARRD, NDA                          |
|   |  | Regional/Local  |  | 1    | 1    |   | 4   | 4   | 4.5 | 4.17 | NEDA  |
| MFO 2. Seminars/Symposium/Conferences attended by faculty |  |   |  |      |      |   |     |     |     |      |   |
|   |  | International   |  | 1    | 4    |   | 5   | 5   | 5   | 5    |   |
|   |  | National  |  | 1    | 5    |   | 5   | 5   | 5   | 5    |   |
|   |  | Regional/Local  |  | 2    | 7    | 5 | 5   | 5   | 5   | 5    |   |
| <b>UFMO 5. Extension</b>                                  |  |   |  |      |      |   |     |     |     |      |   |
| MFO 1. Extension Services                                 |  |   |  |      |      |   |     |     |     |      |   |
|   |  | <b>PI 1.</b> Number of person-days trained weighted by length of training                 |  | 20   | 50   |   | 5   | 5   | 5   | 5    | Impact Assessment Training                  |
|   |  | <b>PI 2.</b> Number of IEC materials/technoguides developed/used                          |  | 1    | 2    |   | 4.5 | 4.5 | 4.5 | 4.5  | Stata Guide and SPSS                        |
|   |  | <b>PI 3.</b> Number of beneficiaries served   |  |      |      |   |     |     |     |      |   |
|   |  | <i>Groups</i>   |  | 2    | 3    |   | 5   | 5   | 5   | 5    | DCST, DOPAC, DBS                            |
|   |  | <i>Individuals</i>  |  | 30   | 55   |   | 5   | 5   | 5   | 5    | Training participants                       |

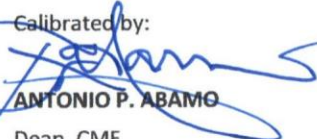


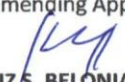



|   |  |   |                                     |     |     |  |     |     |     |      |   |
|---|--|---|-------------------------------------|-----|-----|--|-----|-----|-----|------|---|
|   |  | <b>P1.1</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated | All DOE Faculty                     | 6   | 9   |  | 5   | 5   | 5   | 5    | All DOE faculty & affiliate instructors   |
| MFO 4: Programs & Institutional Accreditation Services              |  |   |                                     |     |     |  |     |     |     |      |   |
|   |  | <b>P1.1</b> Number of degree programs which passed accreditation/ evaluation at least Level 1                               | All programs                        | 4   | 4   |  | 4   | 4   | 4.5 | 4.17 | BSEcon - Level 1, BSA-AgEcon - Level IV, MS AgEcon and MAgDev AgEcon - Level IV |
|   |  | <b>P1.2</b> Degree program compliant with CHED  | All programs                        | 4   | 4   |  | 4.5 | 4.5 | 4   | 4.33 | BSEcon - Level 1, BSA-AgEcon - Level IV, MS AgEcon and MAgDev AgEcon - Level IV |
|   |  | <b>P1.3</b> Readiness to SUC levelling by CHED & DBM  |                                     |     |     |  |     |     |     |      |   |
| MFO 5: Seminars/trainings/conventions/in-house review               |  |   |                                     |     |     |  |     |     |     |      |   |
|   |  | <b>PI 1.</b> Number of seminars/ trainings/conventions/ workshops coordinated for entire university                         | CME and VSU                         | 1   | 5   |  | 5   | 5   | 5   | 5    | Forum with CIAT Impact Evaluation Training                                      |
|   |  | <b>PI 2.</b> Number of in-house seminars/trainings/ workshops/reviews conducted   | All DOE Faculty                     | 1   | 3   |  | 4.5 | 4.5 | 4.6 | 4.5  | ODK, Stata  |
|   |  | <b>PI 3.</b> Additional outputs   |                                     |     |     |  |     |     |     |      |   |
|   |  | Number of faculty/staff awards/honors received related to operations support  |                                     |     |     |  |     |     |     |      |   |
| <b>UMFO 7. General Administration &amp; Support Services (GASS)</b> |  |   |                                     |     |     |  |     |     |     |      |   |
| MFO 1. Administrative & Facilitative Services                       |  |   |                                     |     |     |  |     |     |     |      |   |
| Dept. Head  |  | <b>PI 1.</b> Number of departments and/or service units supervised and monitored & coordinated                              | Dept. Head                          | 1   | 2   |  | 5   | 5   | 5   | 5    | DoEcon, ViSERDAC  |
|   |  | <b>PI 2.</b> No. of management meetings chaired and conducted   | Dept. Head                          | 2   | 6   |  | 5   | 5   | 5   | 5    | Monthly meetings  |
|   |  | <b>PI 3.</b> Number of documents attended and served  | Dept. Head, CoSuganob, PP Bagarinao | 100 | 250 |  | 5   | 5   | 5   | 5    |   |
|   |  | <b>PI 4.</b> Number of academic lecture/laboratory rooms maintained   |                                     | 4   | 4   |  | 4.5 | 4.5 | 4.5 | 4.5  |   |
|   |  | <b>PI 5.</b> Number of heavy equipment maintained   | PP Bagarinao                        | 1   | 2   |  | 4.5 | 4.5 | 4.5 | 4.5  |   |
|   |  | <b>PI 6.</b> Area of lawn maintained (sq.m, approx.)  | PP Bagarinao                        | 30  | 50  |  | 5   | 5   | 5   | 5    | Including nearby areas  |
|   |  | <b>PI 7.</b> Number of office and laboratory equipment purchased  | Dept. Head/CoSuganob/ PP Bagarinao  | 10  | 15  |  | 5   | 5   | 5   | 5    | Razograph, xerox machine , water dispenser                                      |

|   |  |  |   |             |             |             |             |     |     |     |  |
|---|--|--|---|-------------|-------------|-------------|-------------|-----|-----|-----|--|
|   |  | <b>P1.8.</b> Zero percent complaint from clients served  | All DOE Faculty and Staff                   | 0           | 0           |             | 5           | 5   | 5   | 5   | No complaint   |
|   |  | <b>P1.9.</b> Number of frontline academic services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously | Carlito O. Suganob<br>Prospero P. Bagarinao | 5           | 10          |             | 4.8         | 4.8 | 4.8 | 4.8 | Enrollment, reimbursement, change of schedul, change of advisers, consultation |
|   |  | <b>P1.10</b> Percentage of new faculty recruited/hired using procedures aligned with ISO standards   | KJA Galvez                                  | 1           | 1           |             | 4.5         | 4.5 | 4.5 | 4.5 | One regular faculty hired  |
|   |  | <b>P1.11.</b> Percentage of newly hired faculty oriented with university policies and procedures   | KJA Galvez                                  | 1           | 1           |             | 4.5         | 4.5 | 4.5 | 4.5 | One regular faculty hired  |
|   |  | <b>P1.12</b> Percentage of faculty evaluated by their students   | All DOE Faculty                             | 100 percent | 100 percent |             | 5           | 5   | 5   | 5   |  |
| MFO 2: Efficient Customer-Friendly Assistance |  |  |   |             |             |             |             |     |     |     |  |
|   |  | <b>P1.1.</b> Efficient and customer-friendly frontline service   | All DOE Faculty & Staff                     | 0 Complant  | 100.00      | 0 complaint | 5           | 5   | 5   | 5   | 0 complaint  |
|   |  | <b>P1.2.</b> Additional Outputs: Dev. Training manuals   |   | 1           | 3           |             | 4.8         | 4.8 | 4.8 | 4.8 | Training Manuals   |
| Total Over-all Rating                         |  |  |   |             |             |             | 402.79      |     |     |     |  |
| Average Rating                                |  |  |   |             |             |             | 4.80        |     |     |     |  |
| Adjectival Rating                             |  |  |   |             |             |             | OUTSTANDING |     |     |     |  |

  
 REMBERTO A. PATINDOL  
 PMT CHAIR

Calibrated by:  
  
 ANTONIO P. ABAMO  
 Dean, CME  
 Date: \_\_\_\_\_

Recommending Approval:  
  
 BEATRIZ S. BELONIAS  
 Vice Pres. for Instruction  
 Date: \_\_\_\_\_

Approved:  
  
 EDGARDO E. TOLIN  
 President  
 Date: \_\_\_\_\_