





DEPARTMENT OF CIVIL ENGINEERING

Visca, Baybay City, Leyte, PHILIPPINES Telefax: none Email: coe@vsu.edu.ph Website: www.vsu.edu.ph

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 following targets in accordance with the indicated measures for the period January - December 2020.

E.S. Let EPIFANIA G. LORETO

Department Head

Date: 21 Pecentur 2020

ROBERTO'C. GUARTE

College Dean

Date: 24 January 2021

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVAIda FTE (1 RDE Commitments***

Personnel	No (1)	Min. FTE (2)		Research	Publication	Extension
Department Head	1	4.0	4.0	0	0	0
Faculty w/ Univ. Designated Position	0	2.5	0.0	0	0	0
Regular Faculty (VSL)*	1	12.0	12.0	0	0	0
Regular Faculty (TLS)*	6	18.0	126.0	0	0	0
Part time Faculty	0	10.0		0	0	0
Admin Staff Members	0	0.0	0.0			
TOTAL:	and a second		142.0	0	0	0

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 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 extens

				Act	ual		R	ating			
MFO No.	Success/Performance Indicator (PI)	Units/Pers ons Responsib le	Depart	% Accom- plishme nt	Accom-	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight

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MFO No.	Succi	ess/Performance Indicator (PI)	Units/Pers ons Responsib le	Depart ment Target	Accom-	Details of Accom- plishm ents	\$ med	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
MFO 1	ADVA	ANCED EDUCATION SERVICES (20%)								medical and a supplemental and a		
	OVP	PI MFO 1. Graduate Degree Program Mar	nagement Servi	ces								-
	1 fac	Percentage of graduate school culty engaged in research work applied any of the following:	Dept. Head & Faculty									4%
	a.	pursuing advanced research degree program (Ph.D) *										************
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)										
	C.	producing technologies for commercialization or livelihood improvement										
	d.	whose research resulted in an extension program										
	OVPI	MFO 2. Graduate Student Management	Services									
		Percentage of graduate students ed in research degree programs *	Dept. Head & Faculty									2%
	PI 2: P progra	Percentage of accredited graduate ms *	Dept. Head & Faculty									2%
		Number of graduate degree lizations offered and monitored *	Dept. Head & Faculty									2%

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MFO No.	Success/Performance Indicator (PI)	Units/Pers ons Responsib le	Depart ment Target	% Accom- plishme nt	Details of Accom- plishm ents	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	PI 4: Total FTE coordinated, implemented & monito	Dept. Head & Faculty									2%
	PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty									2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty									2%
	PI 7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty									2%
	PI 8: Number of graduate students advised *	Dept. Head & Faculty									2%
	PI 9: Number of instructional materials developed *	Dept. Head & Faculty									
	On-line ready courseware										
	Flexible instructional materials								****************		
	Assessment tools								-		
	PI 10: Number of virtual classrooms created								Marine Profession Profession		
MFO 2	HIGHER EDUCATION SERVICES (50%)										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	61%							no licensure exam conducted on May 2020 due to Pandemic	7.5%

4

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MFO No.	Success/Performance Indicator (PI)	Units/Pers ons Responsib le	Depart ment Target	% Accom- plishme nt	Details of Accom- plishm ents		Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	85%	107%	91%	5	5	5	5.00	BSCE graduates of 2018	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00		2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00	AACCUP level 1 accreditation	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	142	202%	286.95	5	5	5	5.00	in compliance with the minimum requirement	20%
	PI 8: Number of students advised: *	Dept. Head & Faculty									
	On thesis/ field practice/special problem		65	57%	37.00	4	4	4	4.00	based on students enrolled in CE Project and OJT	1%
	No. of approved manuscript submitted within prescribed period		60	0%	90 000 Table - 100 00 00 00 100 00 00 00 00 00 00 00 0				esta foi una consensa de conse	due is on February 2021	1%
	On consultation		375	147%	550	5	5	5	5.00		0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty									
	Student organizations advised		1	200%	2	5	5	5	5.00	PICE-VSUSC, Tarsier	1.3%
	Student organizations assisted on student related activities		1	200%	2	5	5	5	The Contractive Management of the	PICE-VSUSC, Tarsier	1.3%

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MFO No.	Success/Performance Indicator (PI)	Units/Pers ons Responsib le	Depart ment Target	% Accom- plishme nt	Details of Accom- plishm ents	mode	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty									10%
	On-line ready courseware	Dept. Head & Faculty	8	288%	23	5	5	4	4.67	Coursewares, Flexible	The second and the se
	Flexible instructional materials	Dept. Head & Faculty	8	288%	23	5	5	4	4.67	learning materials and assessment tools are to be used during 1st Sem. AY 2020- 2021. Faculty are still doing	
	Assessment tools	Dept. Head & Faculty	8	288%	23	5	5	5	5.00	these materials and will be credited later	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	8	288%	23	5	5	5	5.00		
	Pl 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									2%
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty									2%

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MFO No.	Success/Performance Indicator (PI)	Units/Pers ons Responsib le	Depart ment Target	Accom-	Details of Accom- plishm ents	- may	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty							lactor endern Material (material)		
	In refereed int'l journals										1.5%
	In refereed nat'l/regional journals									The second section of the sect	0.5%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty									
	In int'l fora/conferences	The American Control of the Control			-						1.5%
	In nat'l/regional fora/conferences			ATTENDED TO THE PARTY OF THE PA							0.5%
	PI 5. Percent of research proposals approved	Dept. Head & Faculty									0.5%
	PI 6. Additional outputs*	Dept. Head & Faculty									
	No. of research-related awards (research conducted by faculty or student w/ faculty)										1.5%
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									2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty				1					2%

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MFO No.	Success/Performance Indicator (PI)	Units/Pers ons Responsib le	Depart ment Target	% Accom- plishme nt	Details of Accom- plishm ents	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty									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*	Dept. Head & Faculty									1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty									1%
************	Research Mentoring										+
	Peer reviewers/Panelists		A STATE OF THE PERSON NAMED ASSESSMENT OF THE PERSON NAMED ASS	Militaria materiale (no de antique de acesaria)	Printer California Marian Inglia Agranica Adams						_
	Resource Persons										1
	Convenor/Organizer										
	Consultancy										1
	Evaluator			***************************************							_
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty									0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty									
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *										1.5%
MFO 5	Support to Operations								***************************************		
	OVPI MFO 1. Faculty Development Services							1			

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MFO No.	Success/Performance Indicator (PI)	Units/Pers ons Responsib le	Depart ment Target	Accom-	Details of Accom- plishm ents	and .	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty		100%	1	5	5	5	5.00	PhDHNM	0.6%
	PI 1.1: Number of faculty pursuing advanced research degree programs (MS) facilitated, monitored and assisted *	Dept. Head & Faculty	1	200%	2	5	5	5	5.00	MS-APCortes, GGDoydora	0.6%
	PI 1.2: Number of faculty who finished advanced degree program on time	Dept. Head & Faculty									0.6%
	PI: Number of faculty granted with external scholarships	Dept. Head & Faculty		100%	1	5	5	5	5.00	PhDHNM	
	PI 3: Number of faculty granted with internal fellowship grants	Dept. Head & Faculty	1								
	PI 4: Number of faculty granted with sabbatical leave	Dept. Head & Faculty									
	PI 5: Number of faculty sent for trainings, seminars, conferences	Dept. Head & Faculty		***************************************							
	OVPI MFO 2. Faculty Recruitment/Hiring Serv	rices									
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty	1	200%	2	5	5	5	5.00	Engr. John Christian Gaviola and Engr. Beatriz Nicolle A. Oppus were hired effective 1st Semester AY 2020 - 2021.	0.1%
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/ workshops coordinated for entire university *	Dept. Head & Faculty									0.3%

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MFO No.	Success/Performance Indicator (PI)	Units/Pers ons Responsib le	Depart ment Target	% Accom- plishme nt	Details of Accom- plishm ents	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	PI 4: Number of seminars/trainings/ conventions/ workshops coordinated outside of the university *	Dept. Head & Faculty	antinonidanicom que tito carrieta protes atomag								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	100%							No teaching performance evaluation conducted	0.8%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty									0.3%
	PI 7 : Additional outputs *	Dept. Head & Faculty						G-23-1			
	Number of faculty/staff awards/honors received related to operations support										0.3%
-	OVPI MFO 4. Program and Institutional Accre	ditation Service	es					-	panilalan latin kangangan		+
	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%	100%	100%	5	5	5	5.00	non-conformities complied	3.8%
MFO	General Admin. & Support Services (GASS) PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head	100%	100%	100%	5	5	5	5.00	to comply based on target	1%
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	100%	100%	100%	5	5	5	5.00	to be accomplished	2%

9

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MFO No.	Success/Performance Indicator (PI)	Units/Pers ons Responsib le	Depart	% Accom- plishme nt	Details of Accom- plishm ents	meg.	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	5	120%	6	5	4	5	4.67	coaching done during meetings	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	5	120%	6	4	4	4	4.00	done during meetings	
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	6	133%	8	5	5	5	5.00	virtual or face-face meetings done monthly	
	Pl 3: Additional Outputs	Dept. Head & all faculty & staff									
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other										2%
Total (Over-all Rating	and the second s	er en het en en mede een de en het en het en en de		22		10	7.010			
Avera	ge Rating			1.54%			4	.864			
	ival Rating							tandir	100		

EGL- Engr. Epifania G. Loreto, MTA- Engr. Marcelo T. Abrera Jr., LJLA-Engr. Lindy Jane L. Ando, JBC-Engr. Jessie B. Corrales, GGD-Engr. Gladys G. Doydora, RAGL -Ar. Raffy Andrew G. Loreto, HNM - Engr. Hanzel N. Mejia, RBV - Engr. Ramil B. Vincualdo Jr.

Faculty on study leave: APDC- Engr. Andy Phil D. Cortes

	ved	

Calibrated by:

Recommending Approval:

Approved:

DANIEL LESLIE S. TAN

REMBERTO A. PATINDOL

BEATRIZ S. BELONIAS

EDGARDO E. TULIN

Director for Planning

Chairman, PMT

Vice Pres, for Acad. Affairs

President

Date: FFR 1 1 2021

Date: 1/28/21

Date: 12724

Date: JAN

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