







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



"Exhibit A"

## OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, <u>GLADYS G. DOYDORA</u>, OIC-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 2021.

GLADYS G. DOYDORA
OIC-Department Head

Date: 21 01 22

JANNET C. BENCURE
College Dean

Date: 24 Jan 2027

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):Total FTE (1: Num

RDE Commitments\*\*\*

	Min. FTE (2)	1	Research	Publication	Extension
(1)				•	•
1	4.0	8.0	0	O	0
0	2.5	0.0	0	0	0
0	12.0	0.0	0	0	0
8	18.0	288.0	0	0	0
0	10.0	0.0	0	0	0
_ 1	0.0	0.0			
_		296.0	0	0	0
	(1) 1 0 0	(1) 1 4.0 0 2.5 0 12.0 8 18.0 0 10.0	(1) 1	(1) 1	(1) 1

Rating Equivalents:

5 - Outstanding

4 - Very Satisfactory

3 - Satisfactory

2 - Fair

1 - Poor

Note:

<sup>\*\*\*</sup> Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (UMFO 3) and extension (UII)

				Actual			Rating				
MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	nt Target	plishment	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
MFO 1	ADVANCED EDUCATION SERVICES (20%)							L.,			
	OVPAA MFO 1. Graduate Degree Program Management S	Services									

<sup>\*</sup> On vacation-sick-leave status. Ratio of Instruction and RDE commitments should be determined based on FTE of 18 units

<sup>\*\*</sup> On Teacher's Leave status. Minimum FTE required is 18 units

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			T	Ac	tual		F	Rating			T
MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible		% Accomplishment as of Dec. 31, 2021	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	
	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following: a. pursuing advanced research degree program a.	Dept. Head 8 Faculty									
	b. actively*pursuing in the last three (3) years		-		-	_	-	-			+
-	producing technologies for connider calication		-	<del> </del>		-	-	-	-		+
-	d. Wribselheselich fesantechnan extension		-		-	_	-				+
	OVPAA MFO 2. Graduate Student Management Service	200	-			-	-	-	+		+
-	FIT. Percentage of graduate students enfolied in research	рерг. пеад о				_	-	-	+		+
	PI 2: Percentage of accredited graduate programs *	Eept! Head o		-	<b></b>		-	-	+		+
	PI 2: Percentage of accredited graduate programs *	Eept! Head 8		-				-	+		+
-	PI 4: Total FTE coordinated, implemented & monitored*	Eept.! Head o		-			_	_	+	-	1
	PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head 8									1
	PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty									
	PI 8: Number of graduate students advised *	5ept!thead o							-		4
-	PI 9: Number of instructional materials developed *	Eept.! Head o							-		4
-	On-line ready courseware	Faculty	-					_	-		4
	Flexible instructional materials		-				-		-		4
	Assessment tools										-
MFO 2	HIGHER EDUCATION SERVICES (50%)								_		+
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head 8 Faculty	61%	95%	57.89%	4	5	5	4.67	11 passers/ 19 takers	1
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	85%	110.71%	94%	5	5	5	5.00	48/51 graduates are employed	
	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	BSCE students - 370	T
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00	AACCUP level 1 accredited	

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	T			Ac	tual		F	ating	-	1	T
MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible		% Accomplishment as of Dec. 31, 2021		Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	o winder
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	296	175%	519	5	5	5	5.00	FTE for 2nd Sem 2020 - 2021 and 1st sem 2021-	20
	PI 8: Number of students advised: *	Dept. Head &									
	On thesis/ field practice/special problem		30	63%	40	5	5	4	4.67	40/30 as of 2nd sem 2020- 2021	1
	No. of approved manuscript submitted within prescribed period		30	63%	40	4	5	4	4.33	40/30 as of 2nd sem 2020- 2021	1
	On consultation		300							LULI	0.
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty									-
	Student organizations advised		1	200%	2	5	5	5	5.00	PICE SC; Tarsier (JCLGaviol	1.1
	Student organizations assisted on student related activities		1	200%	2	5	5	5	5.00	PICE SC, Tarsier (JCLGaviol	1.
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty									1
	On-line ready courseware	Dept. Head & Faculty	17	288%	49	5	5	5	5.00	Instructional materials	
	Flexible instructional materials	Dept. Head & Faculty	30	163%	49	4	4	5	4.33	developed for courses for 2nd Semester 2020 - 2021	
	Assessment tools	Dept. Head & Faculty	60	500%	300	5	5	5	5.00	and 1st Semester 2021- 2022	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	17	206%	35	5	5	4	4.67		
	PI 11: Additional Outputs	Dept. Head &									
MFO 3	RESEARCH SERVICES (10%)										T
	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	1							none yet	1
	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										1.5
	In refereed nat'l/regional journals		1							none yet	0.5

			T	Actual			F	Rating			T
MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible		% Accomplishment as of Dec. 31, 2021	The state of the s	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty									
	In int'l fora/conferences										1.50%
	In nat'l/regional fora/conferences		1							none yet	0.50%
	PI 5. Percent of research proposals approved *	Dept. Head &									0.5%
	PI 6. Additional outputs*	Dept. Head &									
MFO 4	No. of research-related awards (research conducted by faculty or student w/ faculty)  EXTENSION SERVICES (10%)										1.50%
	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	5							none yet	2%
	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										
	Resource Persons										
	Convenor/Organizer									The state of the s	
	Consultancy										
	Evaluator										
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty									0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty									
	faculty or student & faculty) *										1.5%
MFO 5	Support to Operations										

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				Actual			F	ating			
MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Departme nt Target	% Accomplishment as of Dec. 31, 2021	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	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 - AIT, Thailand	*****
	PI 1.1: Number of faculty pursuing advanced research degree programs (MS) facilitated, monitored and assisted *	Dept. Head & Faculty	2	150%	3	5	5	5	5.00	Engr. Andy Phil D. Cortes , Engr. Lindy Jane L. Ando and Engr. Jessie B. Corrales	0.63%
	PI 1.2: Number of faculty who finished advanced degree program on time	Dept. Head & Faculty									0.63%
	PI: Number of faculty granted with external scholarships	Dept. Head & Faculty	1	200%	2	5	5	5	5.00	HNM and APDC	
	PI 3: Number of faculty granted with internal fellowship grants	Dept. Head & Faculty	1	200%	2	5	5	5	5.00	LJLA and JBC	
	PI 4: Number of faculty granted with sabbatical leave	Dept. Head & Faculty	1	100%	1	5	5	5	5.00	Prof. Epifania G. Loreto	
	PI 5: Number of faculty sent for trainings, seminars, conferences	Dept. Head & Faculty	5								
	OVPAA MFO 2. Faculty Recruitment/Hiring Services										
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty	1	100%	1	5	5	5	5.00	Mr. John Allan A. Gulles	0.13%
	OVPI MFO 3. Faculty Evaluation Services PI 3: Number of seminars/trainings/ conventions/ workshops coordinated for entire university *	Dept. Head &									0.25%
	PI 4: Number of seminars/trainings/ conventions/ workshops coordinated outside of the university *	Dept. Head & Faculty									0.25%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00	all faculty rated Very Satisfactory	0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty									0.25%
	PI 7 : Additional outputs *	Dept. nead &									
	Number of faculty/staff awards/honors received related to operations support										0.25%

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			T	Ac	tual		Rating				
MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible		% Accomplishment as of Dec. 31, 2021	1	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	OVPAA MFO 4. Program and Institutional Accreditation S	Services									
	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		3.75%
MFO 6	General Admin. & Support Services (GASS)										
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head	1	100%	1	5	5	5	5.00		1%
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	100%	100%	100%	5	5	5	5.00		2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	10	50%	5	4	4	5	4.33	during monthly meeting	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	10	50%	5	4	4	4	4.00	during monthly meeting	
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	12	50%	6	4	4	4	4.00		
	PI 3: Additional Outputs	Dept. Head & all faculty &									
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *										2%
Service and Association of Principles and Publishers	er-all Rating				26		12	0.333			
Average							4	.628			
Adjectiva	al Rating						Outs	standin	g		

Received by:	
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DILBERTO O. FERRAREN

Planning Office
Date: 8 feb 70 70 Date:

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT

Date: 1/31/20

Recommending Approval:

BEATRIZ S. BELONIAS

Vice Pres. for Acad. Affairs Date: My My

Approved:

EDGARDO E. TULIN

President

Date:

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

<sup>\*\*</sup> No percentage weight for ranking purposes since these are activities only expected to be performed at the department level