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17 FEB 2022
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"Exhibit A"

I, **GLADYS G. DOYDORA**, 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.

Date: 21/01/22

Date: 24 Jan 2022

nt of the following

1

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DATE: FEB 08 2022

BY: 8/

OFFICE OF THE VICE PRESIDENT FOR PLANNING, RESOURCE GENERATION AND SERVICES

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

RDE Commitments***

Personnel	Number	Min. FTE (2)	Research	Publication	Extension
Department Head	1	4.0	8.0	0	0
Faculty w/ Univ. Designated Position	0	2.5	0.0	0	0
Regular Faculty (VSL)*	0	12.0	0.0	0	0
Regular Faculty (TLS)*	8	18.0	288.0	0	0
Part time Faculty	0	10.0	0.0	0	0
Admin Staff Members	1	0.0	0.0		
TOTAL			296.0	0	0

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		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
					% Accomplishment as of Dec. 31, 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
MFO 1	ADVANCED EDUCATION SERVICES (20%)											
	OVPAA MFO 1. Graduate Degree Program Management Services											

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
				% Accomplishment as of Dec. 31, 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
1	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following: a. pursuing advanced research degree program (Ph.D.)* b. actively pursuing in the last three (3) years c. producing technologies for commercialization d. whose research resulted in an extension program	Dept. Head & Faculty									4%
	OVPA MFO 2. Graduate Student Management Services										
	PI 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty									2%
	PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty									2%
	PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty									2%
	PI 4: Total FTE coordinated, implemented & monitored*	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 and operationalized										
MFO 2	HIGHER EDUCATION SERVICES (50%)										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	61%	95%	57.89%	4	5	5	4.67	11 passers/ 19 takers	7.5%
	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	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	BSCE students - 370	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00	AACCUP level 1 accredited	2.5%

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					% Accomplishment as of Dec. 31, 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	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 & Faculty									
	<i>On thesis/ field practice/special problem</i>			30	63%	40	5	5	4	4.67	40/30 as of 2nd sem 2020-2021	1%
	<i>No. of approved manuscript submitted within prescribed period</i>			30	63%	40	4	5	4	4.33	40/30 as of 2nd sem 2020-2021	1%
	<i>On consultation</i>			300								0.5%
	PI 9: Number of student organizations advised/ assisted *		Dept. Head & Faculty									
	<i>Student organizations advised</i>			1	200%	2	5	5	5	5.00	PICE SC; Tarsier (JCLGaviola)	1.25%
	<i>Student organizations assisted on student related activities</i>			1	200%	2	5	5	5	5.00	PICE SC, Tarsier (JCLGaviola)	1.25%
	PI 10: Number of instructional materials developed *		Dept. Head & Faculty									10%
	On-line ready courseware		Dept. Head & Faculty	17	288%	49	5	5	5	5.00	Instructional materials developed for courses for 2nd Semester 2020 - 2021 and 1st Semester 2021-2022	
	Flexible instructional materials		Dept. Head & Faculty	30	163%	49	4	4	5	4.33		
	Assessment tools		Dept. Head & Faculty	60	500%	300	5	5	5	5.00		
	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 & 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	1							none yet	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *		Dept. Head & Faculty									
	<i>In refereed int'l journals</i>											1.50%
	<i>In refereed nat'l/regional journals</i>			1							none yet	0.50%

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MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Department Target	Actual		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
					% Accomplishment as of Dec. 31, 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	OVPA MFO 4. Program and Institutional Accreditation 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%
Total Over-all Rating							26	120.333				
Average Rating								4.628				
Adjectival Rating								Outstanding				

Received by:


DILBERTO O. FERRAREN

Planning Office

Date: 8 Feb 2022

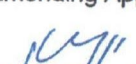
Calibrated by:


DANIEL LESLIE S. TAN

Chairman, PMT

Date: 1/31/22


Recommending Approval:


BEATRIZ S. BELONIAS

Vice Pres. for Acad. Affairs

Date: 1/27/22

Approved:


EDGARDO E. TULIN

President

Date: 2/7/22

* 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