

"Annex A"

28 SEP 2020

OVP/PRCAS

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **Jesusa M. Magno**, Head of the College of Nursing, 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 2020**.

JESUSA M. MAGNO

Dean, College of Nursing

Date: _____

Approved:

BEATRIZ S. BELONIAS

Vice President, Instruction

Date: _____

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE)

TOTAL FTE (1X2)

RDE Commitments***

Personnel	Number (1)	Min. FTE (2)		Research	Publication	Extension
1. Jesusa M. Magno*	_____	_____	_____	1	0	1
2. Joel Rey U. Acob*	_____	_____	_____	2	2	1
3. France Allan M. Cavite*	_____	_____	_____	1	0	1
4. Devianne Jane E. Daiz*	_____	_____	_____	1	0	1
5. Phoebe Lynn B. Calungsod**	_____	_____	_____	1	0	1
6. Janet Alexis De los Santos**	_____	_____	_____	2	3	0
7. Michele C. Tolibas**	_____	_____	_____	0	0	0
8. Ciedelle Honey D. Gapasin**	_____	_____	_____	0	0	0
9. Christian Vie P. Baldonado**	_____	_____	_____	0	0	0
10. Raza Crecia L. Meneses**	_____	_____	_____	0	0	0
TOTAL				8	5	5

Note: * On VSL status. Ratio of instruction and RDE Commitments should be determined based on FTE of 18 units.

** On TLS. 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.	MFO Description	Success/Performance Indicator (PI)	Unit/Persons Responsible	Target	Actual Accomplishments	Rating				Remarks
						Quality	Efficiency	Timelines	Average	
MFO 2 : HIGHER EDUCATION PROGRAM										
2020 Budget										
Outcome Indicators										
	PI 1: Percentage of first time licensure exam takers that pass the licensure examination	Dean, Faculty	N/A							There will be no takers in 2020 & 2021 due to the K-12 program.
	PI 2: Percentage of graduates (two years prior) that are employed *	Dean, Faculty	100%	100%	5.0	5.0	5.0	5.0		All 2018 and 2019 graduates are now Registered Nurses and employed.
	PI 3 Percentage of undergraduate student population enrolled in CHED & RDC-identified priority programs.*	Dean, Faculty	N/A							BSN is not included in the CHED 2018 list of accredited programs but the VSU CON has Government Recognition No. 120 s 2010.
	PI 4: Percentage of undergraduate program with accreditation*	Dean, Faculty	100 % (1/1)	100%	5.0	5.0	5.0	5.0		BSN Program is Level II AACCUP Accredited.
	PI 5: Total FTE, coordinated, implemented and monitored *	Dean, Faculty	25	Reg. 103.33 PT 19.8	4.8	4.8	4.7	4.76		
	PI 8: Number of students advised:*									
	a. On thesis / Field practice/ Special Problems/Case studies/ Narrative reports/ portfolios	Dean, Faculty	3	4	4.8	4.8	4.7	4.76		
	b. Number of approved manuscript submitted within prescribed period		5	4	4.7	4.7	4.7	4.7		
	On consultation									
	PI 9 : Number of student organizations advised/assisted*	Dean, Faculty, SSC Adviser								

	Student organizations advised		1	1	5.0	5.0	5.0	5.0	College of Nursing-Student Supreme Council
	Student organizations assisted on student related activities		1	2	5.0	5.0	5.0	5.0	2020 Nursing Days Celebration Tribute to the New Registered Nurses
	PI 10: Number of instructional materials developed/ revised*	Dean, Faculty							
	a. On-line ready courseware		6	16	4.8	4.8	4.8	4.8	NuCM 100, 101, 102, 103, 104, 105, 106, 107, 108, 108, 110, 111, 112, 113, 114 Zool 138
	b. Flexible instructional materials		6	16	4.8	4.7	4.7	4.73	NuCM 100, 101, 102, 103, 104, 105, 106, 107, 108, 108, 110, 111, 112, 113, 114 Zool 138
	c. Assessment tools		3	16	4.8	4.7	4.7	4.73	NuCM 100, 101, 102, 103, 104, 105, 106, 107, 108, 108, 110, 111, 112, 113, 114 Zool 138
	d. Number of virtual classroom created and operationalized		6	16	4.8	4.7	4.7	4.73	One for each Professional Nursing Courses, Anatomy and Physiology
	PI 1: Additional outputs*	Dean, Faculty							
	a. Self-directed learning notebooks		10	10	4.7	4.6	4.6	4.63	Requirement in all Professional Nursing Courses
	Total Points								
MFO 3	RESEARCH SERVICES								
	PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries (<i>BSN Students</i>)*	Dean, Faculty	10	36	5.0	5.0	5.0	5.0	2018 <u>Role Development of Nurse Managers in The Changing Health Care Practice</u> JRU Acob , W Martiningsih Jurnal Ners dan Kebidanan (Journal of Nurse and Midwifery) 5 (1), 066-068 52018Caring as Unending Expression of Nursing (CUEN): A Theory of Nursing JRU Acob Malaysian Journal of Nursing 10 (2), 52-57

									<p>42018 Nurse Managers' Utilization of Fayol's Theory in Nursing JRU Acob</p> <p>Journal of Health Science and Prevention 2 (2), 62-66 32018 Lived Experiences of the Abused Elderly JRU Acob</p> <p>Public Health of Indonesia 4 (1), 1-8 32018 Writing the literature review JRU Acob, HSW Nugroho</p> <p>Aloha International Journal of Multidisciplinary Advancement (AIJMU) 1 (1), 8-11 12019The Philosophical Bases of Nursing Knowledge Development JRU Acob</p> <p>Aloha International Journal of Health Advancement (AIJHA) 1 (5), 117-120 12018 How to Write Abstracts for Health Research Articles? JRU Acob</p> <p>Health Notions 1 (3), 300 12017 Effect of Developmental Stimulation Education to Knowledge and Developmental Stimulation Practice of Pediatric By Parents at PAUD Kalisari Pasar Rebo S Hidayati, R Hariyanto, A Aprilawati, S Silhehu, JRU Acob, S Suparji</p> <p>Health Notions 1 (3), 262-265 12017 Nursing the Nursed: Addressing COVID-19 Pandemic Crisis in the CUEN Theory Perspective JRU Acob</p>
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									<p>Aloha International Journal of Health Advancement (AIJHA) 2 (10) 2019 Research and Development of Nursing JRU Acob</p> <p>Aloha International Journal of Health Advancement (AIJHA) 2 (8), 186-190 2019 Understanding the Participation Action Research in Health JRU Acob</p> <p>Health Notions 3 (7), 328-330 2019 Good Publication in Health JRU Acob</p> <p>Aloha International Journal of Health Advancement (AIJHA) 2 (6), 150-152</p> <p>2019 The Role of Organizational Factors in Acceptance of Health Management Information Systems JRU Acob, HSW Nugroho Health Notions 3 (5), 242-246</p> <p>2019 Using Openepi for Data Analysis in Health Research JRU Acob, W Martiningsih Aloha International Journal of Health Advancement (AIJHA) 2 (5), 123-125</p> <p>2019 CARES Program extends Research services JRU Acob Aloha International Journal of Management Advancement (AIJMA) 1 (2), 47-50</p> <p>2019 Structuring Literatures JRU Acob Health Notion 3 (2), 114-115</p>
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									<p>2019 The Analysis of The Philippine Health Care System JRU Acob Aloha International Journal of Health Advancement (AIJHA) 2 (1), 16-20 2019</p> <p>2019 A Global Integrative Review on Validated Elderly Abuse Assessment Tool JRU Acob, HSW Nugroho Indian Journal of Forensic Medicine & Toxicology 13 (4), 1811-1814</p> <p>2019 Transforming Nursing Education and Practice: a Review on the Innovation Strategy towards Sustainable Primary Healthcare Workforce JRU Acob Indian Journal of Forensic Medicine & Toxicology 13 (4), 1668-1671</p> <p>2018 Using Virtual Laboratory Online System: "Wiley-Anatomy Drill and Practice" as an learning media for health workers JRU Acob, HSW Nugroho, S Polnok Aloha International Journal of Health Advancement (AIJHA) 1 (6), 152-155</p> <p>2018 Building a Research Culture in Health Students JRU Acob, I Ibrahim Aloha International Journal of Health Advancement (AIJHA) 1 (3), 56-60</p> <p>2018 The Function of a Virtual Laboratory for Health Education (An Insight for the Development of Health Education) HSW Nugroho, JRU Acob</p>
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									<p>Aloha International Journal of Health Advancement (AIJHA) 1 (2), 47-51</p> <p>2018 Cross-Country Scientific Meeting: Building a Good Scientific Publication System</p> <p>S Sillehu, JRU Acob, S Suparji, W Martiningsih, HSW Nugroho, ...</p> <p>Aloha International Journal of Management Advancement (AIJMA) 1 (1), 1-4</p> <p>2018 Governing Disasters, Its Challenges to Integrated Network of Emergency Preparedness: A Systematic Literature Review JRU Acob, HSW Nugroho</p> <p>Aloha International Journal of Health Advancement (AIJHA) 1 (1), 10-14</p> <p>2018 Releasing From Dependence on Research Articles in Health Publications</p> <p>HSW Nugroho, S. Polnok, IP Suirakka, JRU Acob, S. Sillehu Aloha International Journal of Health Advancement (AIJHA) 1 (1), 15-18</p> <p>2017 Activities of the Middle-Aged Adult towards Healthy Aging: A Systematic Review JR Acob, RC Meneses JM Magno</p> <p>2020 Validation of Elderly Abuse Assessment Tool Belitung Nursing Journal JRU Acob Vol. 6 May –June 2020</p> <p>2020 Nursing the Nursed: Addressing COVID-19 Pandemic Crisis in the CUEN</p>
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									<p>Theory Perspective Belitung Nursing Journal JRU Acob March 2020</p> <p>2020 Self-Management Behavior and Its Impact to Glycated Hemoglobin Among Clients Medically Diagnosed with Diabetes Mellitus: A Correlational Study JRU Acob May 2020</p> <p>2018 Examining stress perceptions and coping strategies among Saudi nursing students: A systematic review LJ Labrague, DM McEnroe-Petitte, JAA De Los Santos, OB Edet Nurse education today 65, 192-200</p> <p>2019 The association of nurse caring behaviours on missed nursing care, adverse patient events and perceived quality of care: A cross-sectional study LJ Labrague, JAA De los Santos, K Tsaras, JR Galabay, CC Falguera, ...Journal of nursing management</p> <p>2019 Happiness and Retirement Readiness among Pre-Retiring Employees: a Cross-Sectional Study JAA De los Santos, LJ Labrague, NE Milla Ageing International, 1-14</p> <p>2019 Geriatric Depression and Coping Strategies of Penalized Older Adults JAA De Los Santos, AF Loreno, R Talaboc Malaysian Journal of Nursing 10 (4)</p>
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									<p>2019 Knowledge, Attitude, and Practice on Blood Donation among University Students: a Systematic Review of Literature JAA De los Santos, C Firmo Malaysian Journal of Medical Research 3 (1), 18-28</p> <p>2020 Transition Shock and newly Graduated Nurses' Outcomes and select patient outcomes JAA De los Santos Wiley April 3, 2020</p> <p>2020 Predictor's of Nurses turnover intention at one and five years time. International Nursing Review JAA De los Santos March 2020</p>
	PI 2: Number of research projects/ studies completed within January-June 2020 *	Dean, Faculty	2	5	5.0	5.0	5.0	5.0	Three (3) are still for approval
	PI 3: Percentage of Research outputs published in internationally-refereed or CHED recognized journal within the year (2%) *	Dean, Faculty							
	<i>In Refereed int'l journal</i>		50%	100%	5.0	5.0	5.0	5.0	Five researches published from Jan-June 2020.
	<i>In Refereed nat'l / regional journals</i>								
	PI 4: Number of research outputs presented in regional/ national/ int'l fora *	Dean, Faculty							
	<i>Int'l conferences/conferences</i>		9						
	<i>Nat'l /regional conferences</i>								

	PI 5: Percentage of research proposals approved*	Dean, Faculty	100% (2/2)	2					Still for approval at OVPRE
	PI 6: Additional outputs*	Dean, Faculty							
	No. of Research-related awards (research conducted by faculty or student with faculty)								
	Total Points								
MFO 4.	EXTENSION SERVICES								
	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities*	Dean, Faculty in charge	2						Initial meeting conducted with target stakeholders at MAGPAGUAPA barangays.
	PI 2: Number of trainees weighted by the length of training*	Dean, Faculty in charge	146						
	PI 3: Number of extension programs organized and supported consistent with the SUCs mandated and priority programs*	Dean, Faculty	4						Health for Elderly Population (HELP) First Aid and Safety Training (FAST) Communal Activities and Teaching Children's Health (CATCH) CARES VisCARES
	PI 4: Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	CON Faculty, Community beneficiaries	90						Implementation of extension activities are placed on hold because of COVID-19 Pandemic.
	PI 5: Number of technical/ expert services *								
	<i>Research mentoring</i>		2						
	<i>Peer reviewers/ panelist</i>		1						
	<i>Resource person</i>		1						
	<i>Convenor/ Organizer</i>								
	<i>Consultancy</i>								
	<i>Evaluator</i>								
	PI 8: Percent of extension proposals approved*	Dean, Faculty	100% (1/1)	100%	5.0	5.0	5.0	5.0	VisCARES

	PI 11: Additional outputs *	Dean, Faculty							
	PI12: Number of extension-related awards (extension conducted by faculty or student and faculty)*	Dean, Faculty							

	Total Points								
MFO 5	SUPPORT TO OPERATIONS (STO)								
OVPI MFO 1. Faculty Development Services									
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted.*	Dean, Faculty	22.22% (2/9)	3	4.8	4.8	4.8	4.8	Of the 10 Faculty members of the CON: 3- PhDs 1-DNS 4-MAN 2-PhD (ON-GOING)
OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 2: Number of Faculty recruited/hired based on needed competencies aligned with ISO Standards*	Dean, Faculty	2	2	5.0	5.0	5.0	5.0	1 Regular Faculty 1 Substitute Faculty
OVPI MFO 3. Faculty Evaluation Services									
	PI 3: Number of Seminars/trainings/ conventions /workshops organized /coordinated for the entire university*	Dean, Faculty	1	0					Lowered target due to COVID-19 pandemic.
	PI 4: Number of seminars/ trainings/ conventions/ workshops outside of the university*	Dean, Faculty	2	7	4.8	4.8	4.7	4.76	Virtual Seminars due COVID-19 pandemic.
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subject evaluated*	Dean, Faculty Students	90						No TPES conducted due to COVI-19 pandemic.
	PI 6: Number of in-house seminars/ trainings/workshops/ reviews conducted*	Dean, Faculty	1						Lowered target due to COVID-19 pandemic.
	PI 7: Additional outputs*	Dean, Faculty							

Number of faculty /staff awards/ honors received related to operations support									
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OVPI MFO 4. Program and Institutional Accreditation Services

PI 8: Compliance to all requirements thru the established/adequate implementation, maintenance of the QMS of the core processes of the College / under ISO 9001: 2015*	Dean, Faculty, Staff								With compiled documents of processes and procedures utilized in the department.
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	Total Points							
MFO 6. GENERAL ADMINISTRATION & SUPPORT SERVICES (GASS)								
PI 1: Submission of College PPMP for the following year within deadline as prescribed by BAC*	Dean, Faculty, Staff	1						Submitted PPMP for 2021
PI 2: Zero percent complaint from clients served	Dean, Faculty & Staff	0						With zero complaint
PI 3: Number of coaching sessions among faculty and staff**	Dean, Faculty & Staff	3						With sessions conducted via virtual meetings
PI 4: Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets **	Dean, Faculty & Staff	2						Continuous monitoring done via virtual meetings
PI 5: Number of monthly/ special faculty and staff meetings conducted**	Dean, Faculty & Staff	10	11					With faculty meetings conducted in-person and through virtual approach
PI 6: Additional outputs	Dean, Faculty							

Number of best practices/ new initiatives in academic unit's management replicated/benchmarked by other departments/agencies*								<ul style="list-style-type: none"> • Parents and Students conference before classes begins. • Established college and parent communication. • Open time consultation of students • Make catch-up plans and assignments to students after the midterm period as classes have been suspended due to COVID-19 pandemic. • Constant follow-up of students and discussions on catch-up plans and assignments. • Involve students on activities for the forthcoming virtual classes
Total Points								
Points	Total		4.82	4.8	4.87	4.88		
No. of Entries	Total		19					
Over-all rating	Total		4.84					
Average Rating			4.84					
Adjectival Rating			VERY SATISFACTORY					

Received by:


DILBERTO A. FERRAREN

Planning Office

Date: _____

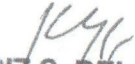
Calibrated by:


REMBERTO A. PATINDOL

Chairman, PMT

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS

Vice Pres. for Instruction

Date: _____

Approved:


EDGARDO E. TULIN

University President

Date: _____

*To indicate in the remarks column the details of the targeted 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.