"Annex A"

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **Joel Rey U. Acob** , 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 **July – December 2021.**

JOEL REY U. ACOB
Dean, College of Nursing
Date: 2t December 2024

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 12/91/21

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE)   TOTAL FTE (1X2)   RDE Commitments***

Personnel	Number (1)	Min. FTE (2)		Research	Publication	Extension
1. Acob, Joel Rey U *	17.1	_____	_____	1	7	2
2. Baldonado, Christian Vie P *	16.85	_____	_____	1	0	1
3. Calungsod, Phoebe Lynn B *	27.1	_____	_____	0		1
4. Daiz, Devianne Jane *	18.2	_____	_____	0	0	1
5. De Los Santos, Janet Alexis A *, ***	14.58	_____	_____	1	3	0
6. Gapasin, Ciedelle Honey Lou D *	24.93	_____	_____	0	0	1
7. Magno, Jesusa M *	21.73	_____	_____	1	0	1
8. Meneses, Raza Crecia L **	14.08	_____	_____	0	0	0
9. Tolibas, Michelle C **, ***	18.8	_____	_____	0	0	0
TOTAL	173.35			4	10	7

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	Timeliness	Average	
MFO 2 : HIGHER EDUCATION PROGRAM										
2021 Budget										
Outcome Indicators										
		PI 1: Percentage of first time licensure exam takers that pass the licensure examination	Dean, Faculty	N/A	1 (1/1)	4.8	4.8	4.8	4.8	100% passing rate in the December 2021 NLE
		PI 2: Percentage of graduates *(two years prior)* that are employed *	Dean, Faculty	100%						All of the graduates are already employed
		PI 3 Percentage of undergraduate student population enrolled in CHED & RDC-identified priority programs.*	Dean, Faculty	N/A						BSN is not yet considered CHED & RDC-identified priority program.
		PI 4: Percentage of undergraduate program with accreditation*	Dean, Faculty	100 % (1/1)						The program prepares for October 2022 Level III AACCUP
		PI 5: Total FTE, coordinated, implemented and monitored *	Dean, Faculty	100	346.03	4.8	4.8	4.8	4.8	Regular FTE- 173.35 Affiliating faculty FTE-172.68
		PI 8: Number of students advised:*								
		a. On thesis / Field practice/ Special Problems/**Case studies**/ Narrative reports/ portfolios	Dean, Faculty	3	15	4.7	4.7	4.7	4.7	Courses in NuCM 107/r, NuCM 112 and NuCM 118
		b. Number of approved manuscript submitted within prescribed period		5	30	4.8	4.8	4.8	4.8	Nursing research course (NuCM 111/r)
		On consultation			284	4.8	4.8	4.8	4.8	Student research consultations
		PI 9 : Number of student organizations advised/assisted*	Dean, Faculty, SSC Adviser							
		Student organizations advised		1	1	4.7	4.7	4.7	4.7	CNSSC organization
		Student organizations assisted on student related activities		1	1	4.7	4.7	4.7	4.7	Virtual orientation and re-orientation of policies and academic guidelines

PI 10: Number of instructional materials developed/**revised***	Dean, Faculty							
a. On-line ready courseware		5	16	4.8	4.8	4.8	4.8	Zool 138/a, NuCM 100, NuCM 104/r, NuCM 105/a, NuCM 106, NuCM 107/r, NuCM 111/r, NuCM 112/r, NuCM 113/r, NuCM 114/4, NuCM 118/r, NuCM 119, NuCM 120, NuCM 121/r, OBAp 101
b. Flexible instructional materials		5	7	4.8	4.8	4.8	4.8	
c. Assessment tools		5	149	5	5	5	5	Course examinations (quiz, long/chapter exams, major examinations)
d. Number of virtual classroom created and operationalized		5	16	4.8	4.8	4.8	4.8	Zool 138/a, NuCM 100, NuCM 104/r, NuCM 105/a, NuCM 106, NuCM 107/r, NuCM 111/r, NuCM 112/r, NuCM 113/r, NuCM 114/4, NuCM 118/r, NuCM 119, NuCM 120, NuCM 121/r, OBAp 101
P11: Number of faculty members attending trainings, workshops, etc	Dean, Faculty	5	9	4.8	4.8	4.8	4.8	Regular and emergency faculty meetings, consultations with students and other stakeholders, committee meetings and the like.
P12: Percentage increase in number of undergraduate students enrolled	Dean, Faculty members	27.66 % (70/253)	31.62% (80/253)	4.8	4.8	4.8	4.8	
PI 1: Additional outputs*	Dean, Faculty							
a. Self-directed learning notebooks		10	10	4.5	4.5	4.5	4.5	As part of the course requirement
Total Points				**4.77**	**4.77**	**4.77**	**4.77**	

MFO 3	RESEARCH SERVICES								
	PI 1: Number of research outputs in the **last three (3) years** utilized by the industry or by other beneficiaries (*BSN Students*)*	Dean, Faculty	2	2	4.6	4.6	4.6	4.6	
	PI 2: Number of research projects/ studies completed within the year *	Dean, Faculty	1	2	4.8	4.8	4.8	4.8	(1) VSU Performance on NLE: basis to strengthen college of nursing retention policy. (2) Survey on the feasibility of offering graduate nursing degree in VSU
	PI 3: Percentage of Research outputs published in internationally-refereed or CHED recognized journal within the year (2%) *	Dean, Faculty							
	In Refereed int'l journal		50%	9	4.9	4.9	4.9	4.9	See attached file
	In Refereed nat'l / regional journals								
	PI 4: Number of research outputs presented in regional/ national/ int'l fora *	Dean, Faculty							
	Int'l fora/ conferences/conferences								
	Nat'l /regional fora/ conferences								
	PI 5: Percentage of research proposals approved*	Dean, Faculty	50%						
	PI 6: Additional outputs*	Dean, Faculty							
	No. of Research-related awards (research conducted by faculty or student with faculty)			1	4.7	4.7	4.7	4.7	Dr. JAA de los Santos named Distinguish Health Research Awardee, EVHRDC 2021
				Total Points	4.75	4.75	4.75	4.75	
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	1	7	4.8	4.8	4.8	4.8	See attached file
	PI 2: Number of trainees weighted by the length of training*	Dean, Faculty in charge	150						

	PI 3: Number of extension programs organized and supported consistent with the SUCs mandated and priority programs*	Dean, Faculty	2	6	4.8	4.8	4.8	4.8	HPALS, FAST, CATCH, COPE- CHD, 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	85%		4.6	4.6	4.6	4.6	
	PI 5: Number of technical/ expert services *								
	Research mentoring		1	9	4.9	4.9	4.9	4.9	Served as undergraduate research advisers, mentors and panel members
	Peer reviewers/ panelist		2	7	4.8	4.8	4.8	4.8	Dr. JAA de los Santos and JRU Acob being peer reviewers of nursing research journals as per invitation
	Resource person		4						
	Convenor/ Organizer		1						
	Consultancy								
	Evaluator								
	PI 8: Percent of extension proposals approved*	Dean, Faculty	66%						
	PI 11: Additional outputs *	Dean, Faculty							
	PI12: Number of extension-related awards (extension conducted by faculty or student and faculty)*	Dean, Faculty							
		Total Points		4.78	4.78	4.78	4.78	4.78	
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	16.67% (1/6)	40% (2/5)	4.8	4.8	4.8	4.8	Mr. FAM Cavite and Ms. PLB Calungsod
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	12	4.8	4.8	4.8	4.8	Affiliating clinical instructors from different

								hospital and health-related industries

OVPI MFO 3. Faculty Evaluation Services

	Indicator	Responsibility Center							Remarks
	PI 3: Number of Seminars/trainings/ conventions /workshops organized /coordinated for the entire university*	Dean, Faculty	1						
	PI 4: Number of seminars/ trainings/ conventions/ workshops **outside** of the university*	Dean, Faculty	2	2	4.9	4.9	4.9	4.9	Course-related webinars about Disaster Nursing management and Gerontological Caring courses
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subject evaluated*	Dean, Faculty Students	100% (10/10)	77.77% (7/9)	4.8	4.9	4.8	4.9	Two faculty members, did not have TPES as per record from ODIE
	PI 6: Number of in-house seminars/ trainings/workshops/ reviews conducted*	Dean, Faculty	1	1	4.7	4.7	4.7	4.7	Instruction Materials Committee conducted review of existing skills laboratory manual in preparation for the limited face-to-face
	PI 7: Additional outputs*	Dean, Faculty							
	Number of faculty /staff awards/ honors received related to operations support								

OVPI MFO 4. Program and Institutional Accreditation Services

	Indicator	Responsibility Center							
	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							
	Total Points				4.8	4.8	4.8	4.8	

MFO 6. GENERAL ADMINISTRATION & SUPPORT SERVICES (GASS)

	Indicator	Responsibility Center							
	PI 1: Submission of College PPMP for the following year within deadline as prescribed by BAC*	Dean, Faculty, Staff	1	1	4.7	4.7	4.7	4.7	Submitted PPMP as dated

PI 2: Zero percent complaint from clients served	Dean, Faculty & Staff	0						No complaints received as per covered dates
PI 3: Number of coaching sessions among faculty and staff**	Dean, Faculty & Staff	2	2	4.7	4.7	4.7	4.7	
PI 4: Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets **	Dean, Faculty & Staff	2	2	4.7	4.7	4.7	4.7	
PI 5: Number of monthly/ special faculty and staff meetings conducted**	Dean, Faculty & Staff	10	11	4.8	4.8	4.8	4.8	Regular faculty, emergency meetings, consultation meeting with stakeholders.
PI 6: Additional outputs	Dean, Faculty							
Number of best practices/ new initiatives in academic unit's management replicated/benchmarked by other departments/agencies*								
Total Points				4.72	4.72	4.72	4.72	
Total Points								
Total No. of Entries								
Total Over-all rating				4.76				
Average Rating								
Adjectival Rating				Very Satisfactory				

Received by:

DILBERTO A. FERRAREN
Planning Office
Date: 14 Jan 2022

Calibrated by:

DANIEL LESLIE TAN
Chairman, PMT
Date: 1/6/22

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Academic Affairs
Date: _____

Approved:

EDGARDO E. TULIN
University President
Date: 1/2/22

*To indicate in the remark's 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.