



**VISAYAS**  
STATE UNIVERSITY



Department of Liberal Arts and Behavioral  
Sciences  
COLLEGE OF ARTS AND SCIENCES  
VISAYAS STATE UNIVERSITY



### OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

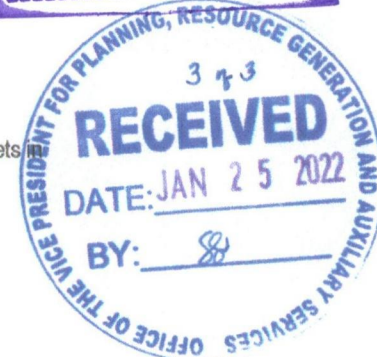
I, **JETT C. QUEBEC**, Head of the Department of the Department of Liberal Arts and Behavioral Sciences, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **July-December 2021**.

**JETT C. QUEBEC**  
Department Head

Date: January 5, 2022

**MA. THERESA P. LORETO**  
College Dean

Date: Jan. 11, 2022



#### INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE) Total FTE (1x2)

#### RDE Commitments\*\*\*

Personnel	Number (1)	Min. FTE (2)	Research	Publication	Extension
Department Head	1	4	4	1	2
Faculty w/ Univ. Designated	1	4	4	0	0
Regular Faculty (VSL)*	3	12	36	3	0
Regular Faculty (TLS)*	27	18	486	0	11
Part time Faculty	19	21	399	0	0
Admin Staff Members	3	0	0		
<b>TOTAL:</b>			<b>929</b>	<b>4</b>	<b>13</b>

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 Accomplishments		Rating				Remark (Details of the targetted output indicator with **)
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
MFO 1	ADVANCED EDUCATION SERVICES (20%)										
	OVPI MFO 1. Graduate Degree Program Management Services										
	1	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:	Dept. Head & Faculty								
	a.	pursuing advanced research degree program (Ph.D) *		NONE							

Faculty Members: JCQ-JQuebec, JDF-Jimbong, RJT-RToring, JMD-JDiao, BAP-BPonce, AEG-AGenotiva, SRLM-SMartinez, GCF-GFernandez, JSB-JBaguaya, FV-AVillaroja, LAL-LLiwanag, AAP-AParmis, MGE-MGenaya, BPE-BEnaya, EGF-EFernandez, DRF-DFlandez, RAB-RABande, MEG-MEGabuneda, CNR-CRolo, SMI-SMLubric, PMO-PPaululan, AVO-AOclinaris, DPA-DACortez, MCV-MVillas, PCD-PDomingo, GMS-GSantiago, MCP-MPascual, JEP-JEPadilla, CAPadilla

Faculty Members: JCQ-JQuebec, JDF-Jimbong, RJT-RToring, JMD-JDiao, BAP-BPonce, AEG-AGenotiva, SRLM-SMartinez, GCF-GFernandez, JSB-JBagulaya, FV-AVillaroya, LAL-LLiwanag, AAP-APamis, MGE-MGenaya, BPE-BEnaya, EGF-EFernandez, DRF-DFandez, RAB-RAbande, MEG-MEGabunada, CNR-CRola, SML-SMLubrio, PMO-PPquibulan, AVO-AOclanila, DPA-DACortay, MCV-MVillas, PCD-PDomingo, GMS-GSantiasas, MCP-MPascual, JEP-JEPadilla, CAP-CAPadilla

	b.	years (investigative research, basic and applied scientific research, policy research social science		NONE						
	c.	producing technologies for commercialization or livelihood improvement		NONE						
	d.	whose research resulted in an		NONE						
<b>OVPI MFO 2. Graduate Student Management Services</b>										
<b>PI 1:</b> Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty		NONE						
<b>PI 2:</b> Percentage of accredited graduate programs *		Dept. Head & Faculty		NONE						
<b>PI 3:</b> Number of graduate degree specializations offered and monitored *		SRLM, AAP, MVG, DPA,	1	2	MS Language Teaching; Magdev Language Teaching	5	5	5	5.00	
<b>PI 4:</b> Total FTE coordinated, implemented & monitored*		AAP, MCV, , CNR, DAP, RAB, SML, MVG	9	20.33	LTNG 221, LTNG 205, LTNG 300, LTNG 218, LTNG 290, LTNG 214, LTNG 216, LTNG 212, LTNG 209, LTNG 227, LTNG 207, LTNG 299, LTNG 225, ENGL 229, LTNG 211, ENGL 232, LTNG 290	5	5	5	5.00	
<b>PI 5:</b> Percentage increase in number of graduate students enrolled *			50%	NA						
<b>PI 6:</b> Percentage increase in number of students who graduated within prescribed period *			75%	NA						
<b>PI 7:</b> Number of graduate students awarded with honors/distinction *			NONE							
<b>PI 8:</b> Number of graduate students advised *		AAParmis; SRMartinez	2	17	MS LT and MEd English	5	5	5	5.00	
<b>PI 9:</b> Number of instructional materials developed *										
On-line ready courseware		DAP, RAB, SRLM, MVG, CNR, JCQ	2	11	LTNG 211, LTNG 205, ENGL 232, LTNG 290, LTNG 214, LTNG 212, LTNG 216, LTNG 209, LTNG 211, ENGL 229, LTNG 218	5	5	4	4.67	
Flexible instructional materials		DAP, RAB, SRLM, MVG, CNR, JCQ	10	44	LTNG 211, LTNG 205, ENGL 232, LTNG 290, LTNG 214, LTNG 212, LTNG 216, LTNG 209, LTNG 211, ENGL 229, LTNG 218	5	5	4	4.67	
Assessment tools		DAP, RAB, SRLM, MVG, CNR, JCQ	10	64	LTNG 211, LTNG 205, ENGL 232, LTNG 290, LTNG 214, LTNG 212, LTNG 216, LTNG 209, LTNG 211, ENGL 229, , LTNG 218	5	5	5	5.00	

	PI 10: Number of virtual classrooms created and operationalized	DAP, RA, SRLM, MVG, CNR, JCQ	7	16	LTNG 211, LTNG ENGL 232, LTNG 290, LTNG 214, LTNG 212, LTNG 216, LTNG 209, LTNG 211, ENGL 229, , LTNG 218	5	5	5	5.00	
<b>MFO 2</b>	<b>HIGHER EDUCATION SERVICES (50%)</b>									
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		N/A							
	PI 2. Percentage of graduates (2 years prior) that are employed *	DRF	60%	60%		4	5	4	4.33	
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		NONE							
	PI 4. Percentage of undergraduate programs with accreditations *		NONE							
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	640	1,892.87	Regular and Part-timers	5	5	5	5.00	
	PI 8: Number of students advised: *									
	On thesis/ field practice/special problem		1	65	ABEL	5	5	5	5.00	
	No. of approved manuscript submitted within prescribed period		1	none						
	On consultation	All Faculty Members	100	1,455	1st Sem. 2021-2022 students online consultation with the teachers	5	5	5	5.00	
	PI 9: Number of student organizations advised/ assisted *									
	Student organizations advised	Faculty	1	3	USSC; ABELS Society; Debate Society	5	5	5	5.00	
	Student organizations assisted on student related activities	Faculty	1	3	USSC; ABELS Society; Debate Society	5	5	5	5.00	
	PI 10: Number of instructional materials developed *									
	On-line ready courseware	Dept. Head & Faculty	10	54	ScSc 16, ScSc 13, Humn 11, Phlo 11, ScSc 14, Flng 12, Elst 110, Flng 11, Humn 12, Humn 13, Humn 15, Comm 11, ScSc 12, Elst 107, Elst 101, Elst 104, Elst 105, Elst 106, Litr 135, Elst 112, ELDs 121, ELDs 122, Flng 14, LDS 126, ELDS 127, Elst 199, ELPr 13, TEGr 112, ELng 122, CAED 152, CAED 101, CAED 103, CAED 132, Litr 112	5	5	4	4.67	
	Flexible instructional materials	Dept. Head & Faculty	20	285	ScSc 16, ScSc 13, Humn 11, Phlo 11, ScSc 14, Flng 12, Elst 110, Flng 11, Humn 12, Humn 13, Humn 15, Comm 11, ScSc 12, Elst 107, Elst 101, Elst 104, Elst 105, Elst 106, Litr 135, Elst 112, ELDs 121, ELDs 122, Flng 14, ELDS 126, ELDS 127, Elst 199, ELPr 133, TEGr 112, ELng 122, CAED 152, CAED 101, CAED 103, CAED 132, Litr 112	5	5	4	4.67	

	Assessment tools	Dept. Head & Faculty	20	410	ScSc 16, ScSc 11, Humn 11, Phlo 11, ScSc 14, Fing 12, Elst 110, Fing 11, Humn 12, Humn 13, Humn 15, Comm 11, ScSc 12, Elst 107, Elst 101, Elst 104, Elst 105, Elst 106, Litr 135, Elst 112, ELDs 121, ELDs 122, Fing 14, ELDS 126, ELDS 127, Elst 199, ELPr 133, TEGr 112, ELng 122, CAED 152, CAED 101, CAED 103, CAED 132, Litr 112	5	5	5	5.00	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	50	139	ScSc 16, ScSc 13, Humn 11, Phlo 11, ScSc 14, Fing 12, Elst 110, Fing 11, Humn 12, Humn 13, Humn 15, Comm 11, ScSc 12, Elst 107, Elst 101, Elst 104, Elst 105, Elst 106, Litr 135, Elst 112, ELDs 121, ELDs 122, Fing 14, ELDS 126, ELDS 127, Elst 199, ELPr 133, TEGr 112, ELng 122, CAED 152, CAED 101, CAED 103, CAED 132, Litr 112	5	5	5	5.00	
	PI 11: Additional Outputs	Dept. Head & Faculty								
<b>MFO 3</b>	<b>RESEARCH SERVICES (10%)</b>									
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty								
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1	NONE	On-going					
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *									
		Bande, Rhodora			1. Sa Baragayuhon nga Kapurupud-an (Growing up in Tropical Islands)					
		Bande, Rhodora			2. Tibus, E., Oyzon, V., Bendulo, H., & Bande, R. (2021). Prevalence of English (L2) Lexicon in Conversations of Waray (L1) Speakers: What are we doing with these children?. Journal of Educational and Human Resource Development (JEHRD), 9, 22-34. Retrieved from <a href="http://ijterm.org/index.php/jehrd/article/view/317">http://ijterm.org/index.php/jehrd/article/view/317</a>					
		Padilla, Corazon & Padilla, Joseph			(3) Morpho-Syntactic Error Analysis in Written Compositions of MTB-MLE Policy Students/International Journal of Social Sciences and Educational Studies vol.8 issue 2 June 2021					
		Padilla, Corazon & Padilla, Joseph			4) Concept Analysis of Kalinaw among Cebuano Speakers Using Kawakita Jiro Method/Indonesian Journal of Language and Linguistics vol.6 no.2 May 202					

In refereed int'l journals	Padilla, Corazon & Padilla, Joseph	2	8	5) Automatic Teachers' No More: A Closer Look into Teachers' Role in Postmethod Era/Silliman Journal (ISI indexed) Vol.62 no.1 Jan-June 2021	5	5	5	5.00
	Quebec, Jett & Fernandez, Gurialdo			6. Healthy Environment and Democratic Governance as Pathways to Peace: An Experience from a Rural Fishing Village in the Philippines, JC Quebec, AC Español, GC Fernandez Jr, International Journal of Aquatic Science, ISSN: 2008-8019				
	Imbong, Jerry D.			7. "Uncovering Christianity's Dangerous Memory: CNL and the Church's Revolutionary Legacy" Published at MST Review Journal; MST Review 23/1 (2021): 65-89. Received, 2 March 2021; Accepted, 5 June 2021; Published 15 June 2021				
	Quebec, Jett & Fernandez, Gurialdo			8. Reforestation as an Instrument for Environmental Education: A Philippine Rural Community Experience GC Fernandez Jr, MJM Bande, JC Quebec, Turkish Online Journal of Qualitative Inquiry (TOJQI) Volume 12, Issue 7, July, 2021:1393 – 1401				
in refereed national journals	Liwanag, Leslie Anne	1	2	1) "Sabi Nila at Ayon sa Amin: Lisod Sabton!" Ang mga Etnikong Estereotipo At Pansariling Estereotipo sa mga Cebuano at Waray sa Visayas State University (Ethnic Stereotypes and Self-Stereotypes of Cebuanos and Warays in Visayas State University) (co-authors: Romeo J. Toring, Jr. and Hilda A. Pedrera)	5	5	5	5.00
	Liwanag, Leslie Anne			2) Diskurso ng Araling Pilipino na Umiiral sa mga Artikulo ng Malay Journal (The Discourses of Philippine Studies in the Articles of Malay Journal) (co-authors: Dr. May L. Mojica and Dr. F.P.A. Demeterio III)				
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *								
	Enaya, Mary Grace			1. Title of Paper: The Image of Leyte Island in the Beyer Collection of the National Library of the Philippines Conference Organization: 43rd Annual Conference of the Ugnayang Pang-Aghamtao, Inc (UGAT) Anthropologies of (De)Colonization and Beyond (international conference) Date: December 7-10, 2021 via Zoom Presenter with Romeo J. Toring Jr., Hilda A. Pedrera, Precious Elaine D. Tubigan, Daniel Joseph T. Tan				



In int'l fora/conferences	Liwanag, leslie Anne	2	4	2) Nov. 25-27, 2021: a-45 na Pambansang Kumperensiya sa Sikolohiyang Pilipino: "#TindogTayo: Pagbangon at Paninindigan para sa Sarili, Kapwa, at Bayan," Pambansang Samahan sa Sikolohiyang Pilipino and University of the Philippines Visayas Tacloban College	4	5	5	4.67	
	Miaga, Ianvie Norean			3. Presented paper entitled "Dive into the Dark Contours of Pandemic: Lived Experiences of Pre-Service Social Studies Teachers" in 2nd International Conference on Education, Environment and Agriculture (ICEEA2021) on August 25-26, 2021					
	Imbong, Jerry D.			4. PHAVISMINDA Conference and UP Cebu International Conference on Decolonization					
In nat'l/regional fora/conferences	Enaya, Mary Grace	2	5	1. Title of Paper: Sabi Nila at Ayon sa Amin, "Lisod Sabton!": Ang mga Etnikong Estereotipo At Pansariling Estereotipo sa mga Cebuano at Waray sa Visayas State University Conference Organization: Buwan ng Wika 2021 na may temang Filipino at mga Katutubong Wika sa Dekolonisasyon ng Pag-iisip ng mga Pilipino: Kumperensiya Buwan ng Wika 2021 Wika, Midya, at Kultura	4	5	5	4.67	
	Liwanag, leslie Anne			2) Aug. 28, 2021: Kumperensiya sa Buwan ng Wika 2021, Filipino Department, De La Salle University, Manila • Attitude tungkol sa Diborsiyo at Panukalang Batas sa Diborsiyo ng mga May-Asawang Mamamayan ng Ika-Limang Distrito ng Leyte: Pagkakaiba-iba batay sa Relihiyon, Religiosity, at Antas ng Edukasyon (co-authors: Angelie E. Genotiva, Rose P. Capulla, Aldrin R. Palermo, John Martin A. Diao, Dr. Melanie D. Turingan, and Shiela Mae G. Labor) • "Sabi Nila at Ayon sa Amin: Lisod Sabton!" Ang mga Etnikong Estereotipo At Pansariling Estereotipo sa mga Cebuano at Waray sa Visayas State University (co-authors: Romeo J. Toring, Jr. and Hilda A. Pedrera)•					
	Liwanag, leslie Anne			3) Aug. 27, 2021: Hasaan Journal Tomo VI: Paglulunsad 2021, Filipino Department, University of Sto. Tomas, Manila • "Sabi Nila at Ayon sa Amin: Lisod Sabton!" Ang mga Etnikong Estereotipo At Pansariling Estereotipo sa mga Cebuano at Waray sa Visayas State University (co-authors: Romeo J. Toring, Jr. and Hilda A. Pedrera)					

		Gabunada, Maria Vanessa			4) Presented research article on Regional literature: <i>Pitfalls and Promises of Philippine Studies by National Research Council of the Philippines</i>					
		Villaroya, Al Franjon M.			5) Religious Unfreedom: Medication and Covid 19 2nd Summit of the Union of Societies and Associations of Philosophy in the Philippines, National Conference of Philosophical Association of the Philippines and 2nd PAP-PARST Joint Meeting July 21-24, 2021					
	PI 5. Percent of research proposals approved *	BAPonce, JQuebec, Agenotiva	50%	100%	<i>Ethno-Linguistic Study of Minamanwa, Its Challenges and Changes Overtime</i>	5	5	4	4.67	
	PI 6. Additional outputs*									
	No. of research-related awards (research conducted by faculty or student w/ faculty)	Liwanag, Leslie Anne	0	1	2019-2020 VSU Publication Award (for 4 published papers)	5	5	5	5.00	
<b>MFO 4</b>	<b>EXTENSION SERVICES (10%)</b>									
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *		1	2	Department of Education and Uptitude Training, Inc.	5	5	5	5.00	
	PI 2. Number of trainees weighted by the length of training *		20	none						
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *		2	2	1. Capacity Building for the Teaching of the Introduction to the Philosophy of the Human Person; 2. Instructional Materials Development in ELT in the New Normal: A Multimodal Approach	5	5	5	5.00	
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*		90%	NONE						
	PI 5. Number of technical/expert services *	Dept. Head & Faculty								

	Research Mentoring	Liwanag, leslie Anne	NONE	9	<p>1. "Sabi Nila at Amin: Lisod Sabton!" Ang Mga Etnikong Estereotipo at Pansariling Estereotipo sa mga Cebuano at Waray sa Visayas State University (Ms. Hilda Pedrera and Romeo J. Toring, Jr.)</p> <p>2. Ang mga Diskurso ng Araling Pilipino na Umiiral sa mga Artikulo ng Malay Journal (May Mojica)</p> <p>3. "Recognizing the Animo of Filipino Psychology:" Ang De La Salle University-Manila Bilang Pangalawang Sentro ng Sikolohiyang Pilipino (Deb Anaastcio and Mon Policarpio)</p> <p>4. Ang Teorya ng Pagsasalin ni Peter Newmark: Isang Pagsusuri ng Pagsasalin sa Wikang Filipino ng "Poor Man's Love" ni Simeon Dum Dum, Jr. (Vanessa Gabunada)</p> <p>5. Ang Paghiraya sa Nasyon ni Don Belong: Mga Akda ni Isabelo de los Reyes na Nakapaloob sa Panahon ng Transisyon (1897-1912) (Xiao Chua)</p>	5	5	5	5.00	
					<p>6. Ang Imahen at Paghiraya sa Lalawigan ng Samar mula sa mga Artikulong Matatagpuan sa Beyer Collection ng National Library of the Philippines (Romeo Toring, Grace Enaya, Hilda Pedrera, Daniel Tan, and Precious Tubigan)</p> <p>7. Ang Huling Dalaga sa Buhay ni Don Isabelo de los Reyes (1864-1938): Ilang Kontribusyon para sa Pilosopiyang Pampolitika at Kontemporaryong Araling Pilipino (Reality Taberneo and David San Juan)</p> <p>8. Attitude towards Divorce and Proposed Divorce Law of Selected Married Couples from the Fifth District of Leyte: Differences based on Religion, Religiosity, and Level of Education (John Martin Diao, Aldrin Palermo,</p>					
	Peer reviewers/Panelists									

	Resource Persons				<p>1. Dec. 15, 2021: U Master Class in Teaching Research: Conversations on Small-Scale Research Management, University Research Coordination Office, De La Salle University, Manila</p> <p>2. Dec. 3, 2021: Research Café, West Visayas State University – Janiuay Campus, Research, Extension and Training Office, Iloilo Province, Philippines</p> <p>3. Nov. 15 - Dec. 15, 2021: "PUP-SalikLinang 2.0: A Faculty Writeshop on Humanities and Cultural Studies," Office for the Vice President for Research, Extension, and Development, Institute for Culture and Language Studies, Polytechnic University of the Philippines, Manila</p> <p>4. Aug. 20, 2021: Patimpalak sa Paglikha ng Vlog: Tara! I-Vlog Natin 'Yan!, Filipino Department, De La Salle University, Manila</p> <p>5. Aug. 14, 2021: Bulungan sa Pilosopiyang Pilipino, Buwan ng Wika 2021 DLSU: Filipino at mga Katutubong Wika sa Dekolonisasyon ng Pag-iisip ng mga Pilipino, Filipino Department, De La Salle University, Manila</p>	5	5	5	5.00	
		Liwanag, leslie Anne	1	6						
		Fernandez, Errol			6. Seminar-Workshop on Writing LIS and LAS for the IPHP - July 21-23, 2021					
	Convenor/Organizer		1			5	5	5	5.00	
	Consultancy		NONE							
	Evaluator		1	1	Language Editor of Science and Humanites Journal of VSU Graduate School (Mgabunada)	5	5	5	5.00	
	PI 8. Percent of extension proposals approved *		90%	100%	Instructional Materials Development in ELT in the New Normal: A Multimodal Approach & Capacity Building for the Teaching of the Introduction to the Philosophy of the Human Person	5	5	5	5.00	
	PI 11. Additional outputs *									
	No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		NONE							
<b>MFO 5</b>	<b>Support to Operations</b>									
	OVPI MFO 1. Faculty Development Services									
	PI 1: Number of faculty pursuing advanced degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	1	3	J-annie Ebit; April Rose Villaber; Beljun Enaya	5	5	5	5.00	Ms. Ebit reinstated on Nov. 1, 2021
	OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Head and DPC	5 subs;9 PTs/sem	3 Reg-Temp; 2 Subs; 22 part-time	First Semester, SY 2021-2022	5	5	5	5.00	

<b>OVPI MFO 3. Faculty Evaluation Services</b>									
<b>PI 3: Number of seminars/trainings/conventions/workshops coordinated for entire university *</b>		NONE							
<b>PI 4: Number of seminars/trainings/conventions/workshops coordinated outside of the university *</b>		NONE							
<b>PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *</b>	Dept. Head & Faculty	95%	95%	Second Semester, SY 2020-2021 TPES	4.5	5	5	4.83	
<b>PI 6: Number of in-house seminars/trainings/workshops/reviews conducted *</b>		NONE							
<b>PI 7: Additional outputs *</b>									
Number of faculty/staff awards/honors received related to operations support		NONE							
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
<b>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*</b>	Dept. Head & Faculty	None	Zero Non-Conformity		5	5	5	5.00	
<b>MFO 6 General Admin. &amp; Support Services</b>									
<b>PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*</b>	Dept. Head	1	NONE						
<b>PI 2. Zero percent complaint from clients served</b>	Dept. Head & all faculty & staff	no valid complaint	no valid complaint		5	5	5	5.00	
<b>PI 3. Number of coaching sessions among faculty &amp; staff**</b>	JC Quebec	5	5	5 faculty members with fair ratings in TPES during the 2nd sem SY 2020-2021	5	5	4	4.67	
<b>PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**</b>	JC Quebec	5	1		5	5	5	5.00	
<b>PI 5. Number of monthly/special faculty &amp; staff meetings conducted**</b>	JC Quebec	8	12	Dept. Personnel Committee and Faculty meetings	5	5	5	5.00	
<b>PI 6. Response to NCs, OFIs and CAR issuances</b>									
<b>* Percentage of OFIs received and acted</b>		0%	100%	2 OFIs were received during the internal audit on Sept. 27 & Oct 7, 2021; OFIs were already complied	5	5	5	5.00	
<b>PI 7: Additional Outputs</b>	Dept. Head & all faculty & staff								

	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *	JC Quebec	1	2	1. As part of our community engagement, the dept. organized a community pantry to help VSU employees affected by the pandemic; 2. Strict implementation of health protocols and ensured the hundred percent vaccination of all DLABS faculty and staff.	5	5	5	5.00	
Total Over-all Rating						191.833				
Average Rating						4.796				
Adjectival Rating						OUTSTANDING				

Received by:

DILBERTO O. FERRAREN

Planning Office

Date: 25 Jan 22

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT

Date: 1/18/22

Recommending Approval:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 1/13/22

Approved:

EDGARDO E. TULIN

President

Date: 1/24/22

- \* 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