




Website: www.vsu.edu.ph

"Exhibit A"

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)


EPIFANIA G. LORETO
Department Head
Date: June 30, 2021

ROBERTO C. GUARTE
College Dean
Date: June 30, 2021



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

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

TOTAL	296.0	0	0	0
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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*))

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

MFO No.	Success/Performance Indicator (PI)		Units/Person s Responsible	Department Target	Actual Accomplish		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
					% Accom- plishment as of June 30, 2021	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average		
	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%
	PI 6 : Number of in-house seminars/trainings/ workshops/reviews conducted *		Dept. Head & Faculty									0.25%
	PI 7 : Additional outputs *		Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support											0.25%
	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%	3	5	5	5	5.00	PPMP, supplemental	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	

MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Department Target	Actual Accomplishment		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
					% Accomplishment as of June 30, 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	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 & staff									
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *											2%
Total Over-all Rating							105.000					
Average Rating							4.773					
Adjectival Rating							Outstanding					

EGL- Engr. Epifania G. Loreto, MTA- Engr. Marcelo T. Abrera Jr., LJLA-Engr. Lindy Jane L. Ando, JBC-Engr. Jessie B. Corrales, GGD-Engr. Gladys G. Doydora, RAGL.-Ar. Raffy Andrew G. Loreto, HNM - Engr. Hanzel N. Mejia, RBV - Engr. Ramil B. Vincualdo Jr.
Faculty on study leave: APDC- Engr. Andy Phil D. Cortes

Received by:

Calibrated by:

Recommending Approval:

Approved:


DANIEL LESLIE S. TAN


REMBERTO A. PATINDOL


BEATRIZ S. BELONIAS


EDGARDO E. TULIN

Director for Planning

Chairman, PMT

Vice Pres. for Acad. Affairs

President

Date: JUL 22 2021

Date: 7/15/21

Date: 7/15/2021

Date: _____

* 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