VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, Santiago T. Peña, Jr., Dean of the College of Veterinary Medicine, 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

SANTIAGO T. PEÑA, JR.
College Dean
Date: MAR 2 5 2022

BEATRIZ S. BELONIAS
Vice President for Acad. Affairs
Date: MAR 2 9 2022

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)	RDE Commitments***		
				Research	Publication	Extension
Department Head	0	0	0.0	0.0	0	0
Faculty w/ Univ. Designated Position	0	0	0.0	0.0	0	0
Regular Faculty (VSL)*	0	0	0.0	0.0	0	0
Regular Faculty (TLS)*	0	0	0.0	0.0	0	0
Part time Faculty	0	0	0.0	0.0	0	0
Admin Staff Members	0	0				
TOTAL:				0.0	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 commitmtents should 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	Consolidated Targets of all acad. departments*	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of December 2021	Details of Accom-plishments	Quality	Efficiency	Timeliness	Average		
MFO 2	**HIGHER EDUCATION SERVICES (50%)**										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	CVM	61%	54.55%		5	5	5	5.00	August to September 2021 VMLE	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *	CVM	82%	93.47%		5	5	5	5.00	Whole 2021	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	CVM	100%	100%		5	5	5	5.00		2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	CVM	100%	100%		5	5	5	5.00		2.5%
	PI 5: Total FTE, coordinated, implemented and monitored	CVM	59	427.55		5	5	5	5.00		20%
	PI 8: Number of students advised: *										
	On thesis/ field practice/special problem	CVM	12	13		5	4	5	4.67		1%

MFO	Performance Indicator		Campus	Target	Actual					Avg	Remarks	%
	No. of approved manuscript submitted within prescribed period		CVM	15	13.00		4	5	5	4.67		1%
	On consultation		CVM	50	50+		4	5	5	4.67		0.5%
	PI 9: Number of student organizations advised/ assisted *											
	Student organizations advised		CVM	3	4		5	5	5	5.00		1.25%
	Student organizations assisted on student related activities		CVM	3	4		5	5	5	5.00		1.25%
	PI 10: Number of instructional materials developed *											10%
	On-line ready courseware		CVM	27	-							
	Flexible instructional materials		CVM	27	-							
	Assessment tools		CVM	54	-							
	PI 10: Number of virtual classrooms created and operationalized		CVM	27	-							
	PI 11: Additional Outputs - No of instructional materials reviewed		CVM	27	-							
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 *		CVM	3	3		5	4	5	4.67		2%
	PI 2. Number of research outputs completed within the year *		CVM	2	2		5	5	4	4.67	Ongoing	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year *											
	In refereed int'l journals		CVM	5	140%		5	5	5	5.00	(7 papers, either OVPREI-registered of not)	1.50%
	In refereed nat'l/regional journals		CVM	0	0		4	4	5	4.33		0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *											
	In int'l fora/conferences		CVM	0	0		4	4	5	4.33		1.50%
	In nat'l/regional fora/conferences		CVM	1	3		5	4	5	4.67		0.50%
	PI 5. Percent of research proposals approved *		CVM	20%	28.6%		5	5	5	5.00		0. %
	PI 6. Additional outputs *											
	No. of research-related awards (research conducted by faculty or student w/ faculty)		CVM	0	0		4	5	4	4.33		1. %
MFO 4	**EXTENSION SERVICES (10%)**											10%

Indicator		Target	Actual					Avg	Remarks	%
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	CVM	3	1		5	4	5	4.67	Ongoing	2.0%
PI 2. Number of trainees weighted by the length of training *	CVM	833	-						No formal training conducted	2%
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	CVM	3	3		5	5	5	5.00		2%
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	CVM	90%	97%		5	5	5	5.00		1%
PI 5. Number of technical/expert services *	CVM									1%
Research Mentoring		1	3		5	5	5	5.00		
Peer reviewers/Panelists		3	17		5	5	5	5.00		
Resource Persons		3	1		4	5	5	4.67		
Convenor/Organizer		2	2		5	4	5	4.67		
Consultancy		0	-							
Evaluator		0	3		5	5	5	5.00		
PI 8. Percent of extension proposals approved	CVM	100%	100%		5	5	5	5.00		0.5%
PI 11. Additional outputs *	CVM									1.5%
No. of extension-related awards (extn. conducted by faculty or student & faculty)		0	0		4	5	4	4.33		

MFO 5 Support to Operations — 10%

Indicator		Target	Actual					Avg	Remarks	%
OVPI MFO 1. Faculty Development Services										
PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	CVM	1	6		5	5	5	5.00	2 PhD - Dr. Portugaliza & Dr. Balala 4 MSc, Dr. Amoto, Dr. Pradera, ongoing-Dr. Rabe and Dr. Dautil	0.625%
OVPI MFO 2. Faculty Recruitment/Hiring Services										
PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	CVM	1	1		5	4	5	4.67		0.125%
OVPI MFO 3. Faculty Evaluation Services										
PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	CVM	0	0		4	5	5	4.67		0.25%
PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	CVM	0	0		4	4	5	4.33		0.25%
PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	CVM	90%	90%		5	5	5	5.00		0.75%
PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted/attended *	CVM	1	1		5	5	5	5.00		0.25%

	PI 7 : Additional outputs											
	Number of faculty/staff awards/honors received related to operations support		CVM	1	1		5	5	5	5.00		0.25%
OVPI MFO 4.	**Program and Institutional Accreditation Services**											
	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		CVM	1	1		5	5	5	5.00		2.50%
MFO 6	**General Admin. & Support Services (GASS)**											
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC		CVM	10	10		5	5	5	4.67		1%
	PI 2. Zero percent complaint from clients served		CVM	0	0							2%
	PI 3. Number of coaching sessions among department heads, faculty & staff ***		CVM	10	17		5	5	5	5.00		
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of College/department targets ***		CVM	10	17		5	5	5	5.00		
	PI 5. Number of regular executive committee meetings conducted ***		College Dean	12	12+		4	5	5	4.67	College Monthly Meetings & Department Heads Consultation	
	PI 6: Additional Outputs											
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies *		CVM	1	1		5	4	5	4.67	CVM email news updates	2%
										197.03	41	
Total Over-all Rating												
Average Rating										**4.81**		
Adjectival Rating										**Outstanding**		

5%

5%

Received by:

DILBERTO O. FERRAREN
Planning Office
Date: 29 March 2022

Calibrated by:

DANIEL LESLIE S. TAN
REMBERTO A. PATINDOL
Chairman, PMT
Date: 3/29/22

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Acad. Affairs
Date: MAR 2 9 2022

Approved:

EDGARDO E. TULIN
President
Date: 3/29/22

*   The College target should be equal to the consolidated target of the departments under the College.

**   To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

***   No percentage weight for ranking purposes since the Office of the Dean is automatically attached to the highest ranking department under him.