



**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 **January - June 2023**.

**SANTIAGO T. PEÑA, JR.**

College Dean

Date: **JUL 14 2023**

**BEATRIZ S. BELONIAS**

Vice President for Acad. Affairs

Date: **JUL 14 2023**

**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 (ILS)**	0	0	0.0	0.0	0	0
Part time Faculty	0	0	0.0	0.0	0	0
Admin Staff Members	0	0				
<b>TOTAL:</b>				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 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	Consolidated Targets of all acad. departments*	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2023	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
<b>MFO 1</b>	<b>Graduate Degree Program Management Services</b>										
	PI 5. MSVM proposal reviewed/updated	CVM	1	1		5	5	5	5.00		
<b>MFO 2</b>	<b>HIGHER EDUCATION SERVICES (50%)</b>					4	5	5	4.67		
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	CVM	61%	VLE October		4	5	5	4.67		
	PI 2. Percentage of graduates (2 years prior) that are employed *	CVM	90.00%	96.77%		5	5	5	5.00		
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	CVM	100%	100%		5	5	5	5.00		
	PI 4. Percentage of undergraduate programs with accreditations *	CVM	100%	100%		5	5	5	5.00		
	PI 5: Total FTE, coordinated, implemented and monitored *	CVM	300%	300%		5	5	5	5.00		
	PI 8: Number of students advised: *										
	On thesis/ field practice/special problem	CVM	20	49		5	4	5	4.67		

	No. of approved manuscript submitted within prescribed period	CVM	25	2.00		5	5	4	4.67		
	On consultation	CVM	250	145.00		5	5	5	5.00		
	<b>PI 9:</b> Number of student organizations advised/assisted *										
	Student organizations advised	CVM	3	3		5	5	5	5.00		
	Student organizations assisted on student related activities	CVM	3	3		5	5	5	5.00		
	<b>PI 10:</b> Number of instructional materials developed *										
	On-line ready courseware	CVM	-	3.00		5	5	5	5.00		
	Flexible instructional materials	CVM	-	4.00		5	5	5	5.00		
	Assessment tools	CVM	-	2.00		5	5	5	5.00		
	<b>PI 10:</b> Number of virtual classrooms created and operationalized	CVM	-	1.00		5	5	5	5.00		
	PI 14. Percentage of undergraduate program with accreditation	CVM	1	1.00		5	5	5	5.00		
	<b>PI 11:</b> Additional Outputs - No of instructional materials reviewed	CVM	-	-							
<b>MFO 3</b>	<b>RESEARCH SERVICES (10%)</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	CVM	4	2		4	5	5	4.67		
	<b>PI 2.</b> Number of research outputs completed within the year *	CVM	3	3		5	5	5	5.00		
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year *		3 (from 5; excluding thesis/other publication	3.00		5	4	5	4.67		
	In refereed int'l journals	CVM	5	-		4	5	4	4.33		
	In refereed nat'l/regional journals	CVM	-	-							
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *										
	In int'l fora/conferences	CVM	-	1		5	5	5	5.00		
	In nat'l/regional fora/conferences	CVM	1	2		5	5	5	5.00		
	<b>PI 5.</b> Percent of research proposals approved *	CVM	N/A								
	<b>PI 6.</b> Additional outputs *			2.00		5	5	5	5.00		
	<b>PI 13.</b> Number of research collaboration/partnership with LGUs	CVM	2	2.00		5	5	5	5.00		
	<b>PI 14.</b> Number of research output publication produced/ related technical publication/Manual produced & distribution	CVM	5								



	<b>PI 28.</b> Number of VSU faculty researchers/staff attended IP related trainings and seminars (local/national/international trainings/conference)	CVM	10	4.00		5	4	5	4.67		
	<b>PI 29.</b> Number of publication qualified for VSU publication incentive award	CVM	4	-		5	4	5	4.67		
	No. of research-related awards (research conducted by faculty or student w/ faculty)	CVM	0	1		5	5	5	5.00		
<b>MFO 4</b>	<b>EXTENSION SERVICES (10%)</b>										
	<b>PI 1.</b> Number of trainees	CVM	200	336 *per faculty 336/14 = 24		5	5	5	5.00		
	<b>PI 2.</b> Number of training conducted	CVM	2	4		5	5	5	5.00		
	<b>PI 4.</b> Number of beneficiaries served: <b>Group</b>	CVM	3	9		5	5	5	5.00		
	<b>Individuals</b>	CVM	400	371 *per faculty 371/14 = 26.5 or 27		5	5	5	5.00		
	<b>PI 5.</b> Number of technical/expert services *	CVM	5								
	Research Mentoring	CVM									
	Peer reviewers/Panelists	CVM	2	1		4	5	5	4.67		
	Resource Persons	CVM	2	3		5	5	5	5.00		
	Convenor/Organizer	CVM	1	3		5	5	5	5.00		
	Consultancy		-								
	Evaluator		-								
	<b>PI 6.</b> Number of extension projects conducted and/or completed on schedule	CVM	2	3		5	5	5	5.00		
	<b>PI 7.</b> Number of extension proposals submitted	CVM	1	1		5	5	5	5.00		
	<b>PI 8.</b> Percent of extension proposals approved	CVM	100%	100%		5	5	5	5.00		
	<b>PI 12.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	CVM	2	2		5	5	5	5.00		
	<b>PI 13.</b> Number of trainees weighted by the length of training *	CVM	100	0% *per faculty 371 x 0.5 = 185.5/14 faculty = 13.25		5	5	5	5.00		
	<b>PI 14.</b> Number of extension program organized and supported consistent with the SUC's mandated and priority program	CVM	2	3		5	5	5	5.00		
	<b>PI 15.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	CVM	-	-							
	<b>PI 16.</b> Additional outputs *	CVM									
	Number of active partnership with LGU's Industries, NGO's, NGA's, SME's and other stakeholders as a result of extension of activities	CVM	2	2		5	5	5	5.00		

	<b>PI 21.</b> Number of client assisted in agri-fair, walk in clients, training requests, in-house review, training and related activities	CVM	400	111		5	4	5	4.67		
	<b>PI 22.</b> Percentage of beneficiaries who rate the training course/ and advisory services	CVM	95.00%	95%		5	5	5	5.00		
<b>MFO 5 Support to Operations</b>											
<b>OVPI MFO 1. Faculty Development Services</b>											
	<b>PI 1:</b> Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	CVM	PhD (0) MSc (1)	1 PhD, 1 MSc		5	5	5	5.00		
<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>											
	<b>PI 2:</b> Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	CVM	2	1 (Part-time)		5	4	5	4.67		
<b>OVPI MFO 3. Faculty Evaluation Services</b>											
	<b>PI 3:</b> Number of seminars/trainings/ conventions/workshops coordinated for entire university *	CVM	1	-		5	4	5	4.67		
	<b>PI 4:</b> Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	CVM	1	-		4	5	5	4.67		
	<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	CVM	90%	31%		5	5	4	4.67		
	<b>PI 6 :</b> Number of in-house seminars/trainings/ workshops/reviews conducted/attended *	CVM	2	1		5	5	4	4.67		
	<b>PI 7 :</b> Additional outputs										
	Number of faculty/staff awards/honors received related to operations support	CVM	0	1		5	5	5	5.00		
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>											
	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		
<b>MFO 6 General Admin. &amp; Support Services (GASS)</b>											
	<b>PI 1.</b> Submission of College/Department PPMP for the following year within deadline as prescribed by BAC	CVM	3	c/o JMI, Madam Dels		5	5	5	5.00		
	<b>PI 2.</b> Zero percent complaint from clients served	CVM	0%	0		5	5	5	5.00		
	<b>PI 3.</b> Number of coaching sessions among department heads, faculty & staff ***	CVM	6	6		5	5	5	5.00		
	<b>PI 4.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of College/department targets ***	CVM	6	c/o JPD							



	PI 5. Number of regular executive committee meetings conducted ***		College Dean	20	9		5	4	5	4.67		
	PI 6: Additional Outputs											
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies *		CVM	0	1		5	5	5	5.00		
										279.05		
Total Over-all Rating							279.050					
Average Rating							4.90					
Adjectival Rating							Outstanding					

Received by:

**TONI MARC L. DARGANTES**

Planning Office

Date: JUL 14 2023

Calibrated by:

**DANIEL LESLIE S. TAN**

Chairman, PMT

Date:

Approved:

**EDGARDO E. TULIN**

President

Date:

- \* 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.