

Department of Business and Management

OO9 - 267 COLLEGE OF Management & Economics 2 8 JAN 202 VISAYAS STATE UNIVERSITY WING, RE

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, Bert C. Penalosa, head of the Department of Business and Management, commits to deliver and agree to be rated on the attainment of the following targets in accordance indicated measures for the period July to December 2022.

BERT C. PEÑALOSA

OIC-Department Head

Date:

MOISES NEIL V. SEI

College Dean

Date:

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE): Personnel	Total FTE (1x2) Min. FTE (2)	1	Publication	Extens	ion
1 Gradinioi	Wall. 1 12 (2)	:	donoddon	LAGIN	Rating Equivalents:
Department Head	0		0 :	0	5 - Outstanding 4 - Very Satisfactory
Faculty w/ Univ. Designated Position	0		0	0	3 - Satisfactory
Regular Faculty (VSL)*	0	~	0	0	2 - Fair
Regular Faculty (TLS)*	0	`	0	0	1 - Poor
Part time Faculty	0		0	0	
Admin Staff Members	0				

TOTAL:

Note:

** 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)

										F	Rating		Remark	
MFO No.			Success/Performance Indicator (PI)	Units/Perso ns Responsible	Department	Accomplis hment (Accumula ted)	% Accompli shment	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average	(Details of the targetted outputs indicator s with *)	% weight
MFO 1	ADVA	NCED EDU	JCATION SERVICES (20%)								4 9 9			
	OVP	MFO 1. G	Graduate Degree Program Management Serv	ices										
	1		centage of graduate school faculty engaged in											4%
		a.	pursuing advanced research degree program (Ph.D) *		14.29%	14.29%	100%	2 faculty members are studying Phd: *Ratilla, Teves	5.0	5.0	5.0	5.0		

^{*} On vacation-sick-leave status. Ratio of Instruction and RDE commitments should determined based on FTE of 18 units

	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		75%	57%	76%	Faculty members are conducting research activities; *Abamo, Tan, Paradero, Montanez, Ratilla, Gamotin, Amestoso, Ongy	3.0	3.0	3.0	3.0	***	w 7
	C.	producing technologies for commercialization or livelihood improvement		0%	0%	0%						* 4	
1/2	d.	whose research resulted in an extension program		21%	0%	0%		1.0	1.0	1.0	1.0		
4	OVPI MFO 2. G	Fraduate Student Management Services											
	PI 1: Percentage degree program	e of graduate students enrolled in research s *	Dept. Head & Faculty	50%	37.25%	75%		3.0	3.0	3.0	3.0		2%
	PI 2: Percentage	e of accredited graduate programs *	Dept. Head & Faculty	1	1	100%	Master of Management	5.0	5.0	5.0	5.0		2%
	PI 3: Number o monitored *	f graduate degree specializations offered and	Dept. Head & Faculty	2	2	100%	Business management and Agribusiness management	5.0	5.0	5.0	5.0		2%
	PI 4: Total FTE	coordinated, implemented & monitored*	& Faculty	30	100.75	336%		5.0	5.0	5.0	5.0		2%
	PI 5: Percentagenrolled *	e increase in number of graduate students	Dept. Head & Faculty	5%	37.84%	757%	37 2nd sem 2021-2022;51 students 2022- first sem	5.0	5.0	5.0	5.0		2%
	and inch are a house of the second of the se	e increase in number of students who prescribed period *	Dept. Head & Faculty	5%	0.00%	0%		1.0	1.0	1.0	1.0		2%
	PI 7: Number of honors/distinction	f graduate students awarded with n *	Dept. Head & Faculty	2				1.0	1.0	1.0	1.0		2%
		f graduate students advised *	Dept. Head & Faculty	15	23	65%		5.0	5.0	5.0	5.0		2%
=	PI 9: Number of	instructional materials developed *	Dept. Head & Faculty										
	On-line ready			8	16.00	200%		5.0	5.0	5.0	5.0		
	Flexible instruction resources	tional materials/ supplemental learning		7	104.00	1486%		5.0		5.0	5.0		
	Assessment to	ols		7	146.00	2086%		5.0	5.0	5.0	5.0		
	PI 10: Number o operationalized	f virtual classrooms created and		8	26.00	325%		5.0	5.0	5.0	5.0		
MFO 2		ATION SERVICES (50%)											
	PI 1. Percentage the licensure exa	of first time licensure exam takers that pass ms *	Dept. Head & Faculty	NA	NA								7.5%

PI 2. Percentage of graduates (2 years prior) that are employed	Dept. Head & Faculty	85%	90.00%	106%	Based from the 2020 survey, there were 54/60 who were employed.	5.0	5.0	5.0	5.0	2.5%
 PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	30%	9.31%	31%	Were employed.	2.0	2.0	2.0	2.0	2.5%
PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	1	1	100%	BSAB	5.0	5.0	5.0	5.0	2.5%
PI 5: Total FTE, coordinated, implemented and monitored *	& Faculty	550	714.54	130%						20%
PI 8: Number of students advised: *	Academic adviser	550	989.00	180%	826- first sem 2022; 163- graduates last June	5.0	5.0	5.0	5.0	
On thesis/ field practice/special problem	Case study/field practice	90	170.00	189%	7- first sem 2022- 2023 (1- thesis, 6- EDP); 163- 151-EDP, 12- SP)	5.0	5.0	5.0	5.0	1%
No. of approved manuscript submitted within prescribed period		80	163	204%		5.0	5.0	5.0	5.0	1%
On consultation		350	1165.00	333%	Multiple responses from faculty	5.0	5.0	5:0	5.0	0.5%
 PI 9: Number of student organizations advised/ assisted *	& Faculty									
Student organizations advised		2	2	100%	SABS and LA ministry	4.0	4.0	4.0	4.0	1.25%
Student organizations assisted on student related activities		1	7	700%		5.0	5.0	5.0	5.0	1.25%
 PI 10: Number of instructional materials developed *	& Faculty									10%
 On-line ready courseware	Dept. Head & Faculty	47	17	36%		2.0	2.0	2.0	2.0	
Flexible instructional materials	Dept. Head & Faculty	67	166	248%	Multiple	5.0	5.0	5.0	5.0	
Assessment tools	Dept. Head & Faculty	83	398.00	480%	responses from faculty	5.0	5.0	5.0	5.0	
PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	47	123.00	262%		5.0	5.0	5.0	5.0	
PI 11: Additional Outputs	Dept. Head & Faculty	1	22.00	2200%		5.0	5.0	5.0	5.0	

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	Program Accreditation/ evaluation			39.00		*Gamotin, Abamo, Penalosa, Poliquit, Tan, Ongy, Amestoso	5.0	5.0	5.0	5.0		
	Agency/firm/industry linkages			44.00		*Bongat, Penalosa, Abamo, Alacio, Mangaoang, Ongy	5.0	5.0	5.0	5.0		
MFO 3	RESEARCH SERVICES (10%)											
	Pl 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty	12	12	100%	*Abamo, Bongat, Tan, Lao, Paradero, Andrino, Mangaoang	4.0	4.0	4.0	4.0	2	2%
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	2	10	500%	*Abamo, Bongat, Tan, Pugosa, Paradero, Gamotin, Ongy, Amestoso	5.0	5.0	5.0	5.0	2	2%
	PI 3. Percentage of research outputs published in internationally referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty	50%	36%	71%		3.0	3.0	3.0	3.0		
	In refereed int'l journals		50%	29%	57%	*Abamo, Paradero, Mangaoang, Ongy, Amestoso, Pomida	3.0	3.0	3.0	3.0	1.5	50%
	In refereed nat'l/regional journals		50%	21%	43%	*Lao, Mangaoang	3.0	3.0	3.0	3.0	0.5	50%
	PI 4. Number of research outputs presented in regional/national int'l fora/conferences *	Dept. Head & Faculty										
	In int'l fora/conferences		3	22.00	733%	*Abamo, Gamotin, Bongat, Tan	5.0	5.0	5.0	5.0	1.5	50%
	In nat'l/regional fora/conferences		3	11.00	367%	Abamo, Bongat, Tan, Pugosa	5.0	5.0	5.0	5.0	0.5	50%
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	20%	64%	321%	^Abamo, Mangaoang, Amestoso	5.0	5.0	5.0	5.0		0.5

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	PI 6. Additional outputs*	& Faculty		T	T				T		
	No. of research-related awards (research conducted by			3		Lao, Bongat,					
	faculty or student w/ faculty)			3		Tan	5	5	5	5	
	No. of journal articles or scientific papers received and reviewed					14					1.50%
	as peer-reviewer			7		Abamo, Ongy	5	5	5	5	1.50%
MFO 4	EXTENSION SERVICES (10%)										
	PI 1. Number of active partnerships with LGUs, industries,	Dept. Head & Faculty	6	33	550%		5.0	5.0	5.0	5.0	2.0%
	NGOs, NGAs, SMEs, and other stakeholders as a result of PI 2. Number of trainees weighted by the length of training *	& Faculty	100	280	280%		5.0	5.0	5.0	5.0	2%
		& Faculty	100	280	280%		5.0	5.0	5.0	5.0	2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	2	65	3250%		5.0	5.0	5.0	5.0	2%
37	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Dept. Head & Faculty	50%	98%	196%		5.0	5.0	5.0	5.0	1%
	PI 5. Number of technical/expert services *	& Faculty		-	 		_		 		1%
	Research Mentoring	,	5	15.00	300%	 	5.0	5.0	5.0	5.0	170
	Peer reviewers/Panelists		2	7.00	350%			5.0		5.0	
	Resource Persons		10	35.00	350%			5.0	-	5.0	
	Convenor/Organizer		1	3.00	300%		5.0	5.0	5.0	5.0	
	Consultancy			3.00	00070		5.0	5.0	5.0	5.0	
	Evaluator		2	7.00	350%		5.0	-	-	5.0	
	PI 8. Percent of extension proposals approved *	& Faculty	20%	0	0%		1.0	1.0	1.0	1.0	0.5%
	PI 11. Additional outputs *	& Faculty	2070	 	1 070		1.0	1.0	1.0	1.0	0.070
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *			0							
-	Other outputs implementing the new normal due to covid 19			2		Gamotin, Lao	5.0	5.0	5.0	5.0	1.5%
MFO 5	Support to Operations		100 pt 10								
	OVPI MFO 1. Faculty Development Services										
2	<u>PI 1:</u> Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	2	2	100%	Ratilla, Montanez	4.0	4.0	4.0	4.0	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 *	Dept. Head & Faculty	4	7	175%	2- part time; 5 regular faculty	5.0	5.0	5.0	5.0	0.125%
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty							2		0.25%
	<u>PI 4</u> : Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	3	16	533%	Abamo	5.0	5.0	5.0	5.0	0.25%
and the same of th	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	70%	100%	143%	All faculty	5.0	5.0	5.0	5.0	0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted/ attended*	Dept. Head & Faculty	2	6	300%	Bongat, Tan, Abamo	5.0	5.0	5.0	5.0	0.25%

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	PI7: Additional outputs *	Dept. Head										
		& Faculty				-		-	-			
	Number of faculty/staff awards/honors received related to operations support										0	0.25%
	OVPI MFO 4. Program and Institutional Accreditation Servi	ces										
	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	Zero non- conformity	Zero non- conformity	100%		5.0	5.0	5.0	5.0	2	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*	Dept. Head	1	2	100%		5.0	5.0	5.0	5.0		1%
	Pl 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	Zero non- conformity	Zero non- conformity	100%		5.0	5.0	5.0	5.0		2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	6	13	217%		5.0	5.0	5.0	5.0		
	Pl 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	4	8	200%		5.0	5.0	5.0	5.0		
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	12	12	100%		4.0	4.0	4.0	4.0		
	PI 3: Additional Outputs	Dept. Head									-	
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *	Dop. Hodd		1		Karaoke time for work-life balance	5.0	5.0	5.0	5.0		2%
Admin Support												
Services			ALI-2,000 ALI-2,000 TANDON AND AND AND AND AND AND AND AND AND AN					\vdash				
Services	Membership in University committees	Member										
	Membership in College committees	Member	1	1	100%		4.0	4.0	4.0	4.0		
	Membership in the Department committees	Member	5	4	80%		3.0	-	3.0	3.0		
Dept.Head	Number of department meetings presided		3	12	400%		5.0	5.0	5.0	5.0		
	Number of execom meetings attended		3	12	400%		5.0	5.0	5.0	5.0		
	Number of UAC mtgs attended			***************************************		<u> </u>						
	Prompt submission of required documents											
	Annual Report			1			5.0	5.0	5.0	5.0		
	Procurement Plan		1	2	200%		5.0	5.0	5.0	5.0		
	Staff Development Plan		1		0%		1.0	1.0	1.0	1.0		
	OPCR/ IPCR		23	41	070		5.0	5.0	1.0	1.0		

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	Annual Report		1		5.0	5.0	5.0	5.0	
	Procurement Plan	1	2	200%	5.0	5.0	5.0	5.0	
	Staff Development Plan	1		0%	1.0	1.0	1.0	1.0	
	OPCR/ IPCR	23	41	178%	5.0	5.0	5.0	5.0	
	Number of FacultyMentored	8	8	100%	5.0	5.0	5.0	5.0	
	Number of admin staff supervised	3	3	100%	4.0	4.0	4.0	4.0	
	Number of department activities supervised	3	10	333%	5.0	5.0	5.0	5.0	
	Number of faculty members for study leave	2	1	50%	2.0	2.0	2.0	2.0	
	Number of supervisory plans prepared and submitted	1	2	200%	5.0	5.0	5.0	5.0	
	Number of coaching and mentoring reports	2	5	250%	5.0	5.0	5.0	5.0	
	Number of class observation conducted	10	15	150%	5.0	5.0	5.0	5.0	
Total Over-all Rating								353	
Average Rating			77%					4.41	
Adjectival Rating							Ven	y Satisfactory	

Received by:	
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TONI MARC L. DARGANTES
Planning Office

	Cali	brated	by:
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DANIEL LESLIE S. TAN

Chairman, PMT

Date:

EDGARDO E. TULIN de President

^{*} 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