



VISAYAS
STATE UNIVERSITY



Institute for Strategic Research and Development Studies
Visayas State University
Visca, Baybay City, Leyte PHILIPPINES
Phone/Fax: +63 563 7695
Email: isrds@vsu.edu.ph
Website: www.vsu.edu.ph



OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, Lilian B. Nuñez, Director, Institute for Strategic Research and Development Studies, delivered and agree to be rated on the attained targets in accordance with the indicated measures for the period January - December 2021.

LILIAN B. NUÑEZ

Director

Date: January 12, 2022

MOISES NEIL V. SERIÑO

College Dean

Date: 1/12/22

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):				Total FTE (1x2)	RDE Commitments***		
Personnel	Number (1)	Min. FTE (2)			Research	Publication	Extension
Director	1	19.85		19.85	2.0	0	1
Faculty w/ Univ. Designated Position	1	10.62		10.62	1.0	2	1
Regular Faculty (VSL)*	2	17.66		35.32	1.0	2	2
Regular Faculty (TLS)*	0	0		0.0	0.0	0	0
Research & Extension Staff Members (permanent)	3	0		0.0	2.0	0	1
Administrative Staff Members	3	0		0.0	0.0	0	0
TOTAL	10			65.79	6.0	4	5

Rating
Equivalents:
5 - Outstanding
4 - Very
Satisfactory
3 - Satisfactory

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 (Place 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 indicators with **)
				% Accom- plishment	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average	
MFO 1	ADVANCED EDUCATION SERVICES (40%)									
	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:									

$$4.45 \times 0.4 = 1.78$$

	a.	pursuing advanced research degree program (Ph.D) *	Tabada, MATW	25% (1 of 4 faculty members)	25%	Effective Sept. 2020; Coursework nearly done	4	4	4	4	
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Nunez, LB Tabada, MATW Delima, GA	50% (2 of 4 faculty members)	75%	3 of 4 faculty members with research	5	5	5	5	
	c.	producing technologies for commercialization or livelihood improvement									
	d.	whose research resulted in an extension program	Nunez, LB	25%	25%	GAP (based at Dept. of Horticulture)	5	5	5	5	
OVPI MFO 2. Graduate Student Management Services											4.28
PI 1: Percentage of graduate students enrolled in research degree programs *			4 Faculty members	100%	100%	Degree programs are research-based.	4.5	4.5	4.5	4.5	
PI 2: Percentage of accredited graduate programs *			4 Faculty members	100%	100%	Level 1: MSDevSoc, MSLAM, MLAM	5	5	5	5	
PI 3: Number of graduate degree specializations offered and monitored *			4 Faculty members	3	3	MSDevSoc; MSLAM; MLAM	5	5	5	5	
PI 4: Total FTE coordinated, implemented & monitored*			4 Faculty members	5.95	10.33	5.92 - 2S 2020-2021 4.42 - 1S 2021-2022	5	5	5	5	
PI 5: Percentage increase in number of graduate students enrolled *				10%	8%	1 new enrollee	3	3	3	3	
PI 6: Percentage increase in number of students who graduated within prescribed period *				100%	0%	Overstaying thesis students	1	1	1	1	
PI 7: Number of graduate students awarded with honors/distinction *											
PI 8: Number of graduate students advised *			4 Faculty members	10	13	>Nunez-2 >Tabada-7 >Galgo-2 >Delima-2	5	5	5	5	
PI 9: Number of instructional materials developed *											
On-line ready courseware			4 Faculty members	5 new 5 for rev.	5 new 5 revised	New:	4	4	4	4	
Flexible instructional materials/Supplemental learning resources			4 Faculty members	5 new 5 for rev.	32	>DSOC 208, 241, 244; >LAMP 231, 299	5	5	5	5	
Assessment tools			4 Faculty members	20	17	>DSOC 208, 221, 224, 241, 244, 247, 252 >LAMP 231, 299	3	3	3	3	

	Number of virtual classrooms created and operationalized		4 Faculty members	5 new 5 for revision	5 new 5 revised	New: >DSOC 208, 241, 244 >LAMP 231, 298	4.5	4.5	4.5	4.5	
	P1 10: Additional Outputs: A.8. Other outputs implementing the new normal due to COVID-19				3	Delima: Webinars for and remote data collection by students (DSOC247)	5	5	5	5	
	Number of academe/industry linkages		Tabada, Galgo, Delima		3	Ateneo de Manila University, Ghent Univ., KU Leuven	5	5	5	5	
MFO 2	HIGHER EDUCATION SERVICES (20%)									4.75	$4.75 \times 0.2 = 0.95$
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *			NA		No undergraduate program					
	PI 2. Percentage of graduates (2 years prior) that are employed *			NA							
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *			NA							
	PI 4. Percentage of undergraduate programs with accreditations *			NA							
	PI 5: Total FTE, coordinated, implemented and monitored *										
	A9: Actual Faculty's FTE			20.65	46.05	17.7 = 2S 2020-21 28.35 = 1S 2021-22	5	5	5	5	
	A10. Number of grade sheets submitted within prescribed period		4 Faculty members	8	8	>2nd Sem 2020-2021 (midterm & final for 4 subjects	4	4	4	4	
	A12: Number of trainings attended related to instruction			5	13		5	5	5	5	
	PI 8: Number of students advised: *										
	<i>On thesis/ field practice/special problem</i>										
	<i>No. of approved manuscript submitted within prescribed period</i>										
	<i>On consultation</i>				131		5	5	5	5	
	PI 9: Number of student organizations advised/ assisted *										
	<i>Student organizations advised</i>										
	<i>Student organizations assisted on student related activities</i>										
	PI 10: Number of instructional materials developed *										
	On-line ready courseware		4 Faculty members	4 to be revised	1 new; 4 revised	Entr 11, Socio 11, Scio 11, ABMg 105, SoSt 16	5	5	5	5	
	Flexible instructional materials		4 Faculty members	4 to be revised	26		5	5	5	5	

	Assessment tools	4 Faculty members	12	19	Midterm & final exams for 2 semesters	5	5	5	5	
	Number of virtual classrooms created and operationalized	4 Faculty members	4 to be revised	1 new 4 revised	Virtual classroom of previous sem revised	5	5	5	5	
	PI 11: Additional Outputs (teaching of 2 senior high school subjects)				>DISS: 2S 2020-21 >PR2: 1S 2021-22					
	Actual FTE	Nunez, LB Galgo, CR		9.40	>4.60 = DISS >4.80 = PR2	5	5	5	5	
	Flexible learning materials	Nunez, LB Galgo, CR	1 new 1 to be revised	1 new 1 revised		4	4	4	4	
	Assessment tools	Nunez, LB Galgo, CR	4	4		4	4	4	4	
	Virtual classroom	Nunez, LB Galgo, CR	1 new 1 to be revised	2		5	5	5	5	
MFO 3	RESEARCH SERVICES (10%)								3.88	$\times 0.1 = 0.39$
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Nunez, LB Tabada, MATW	2	2	SAG & GAP	4	4	4	4	
	PI 2. Number of research outputs completed within the year *	All Staff	21	5	PNEA NUTRIPAK Production	2	2	2	2	
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *									
	<i>In refereed international journals</i>	Delima, GA Nunez, LB	2	4	>Delima, et.al. (2021). "DisCoord..." >Mertens & Delima (forthcoming). "(Re) politicizing disaster governance..." >Galgo et.al. (forthcoming) "Assessment...". (IJERD) >Serino et.al. "Gender Differences..."	5	5	5	5	
	<i>In refereed national/ regional journals</i>	Nunez, LB Tabada, MATW	2	1		3	3	3	3	
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *									
	<i>In international fora/conferences</i>	Delima, GA Galgo, CR	1	4		5	5	5	5	
	<i>In national/ regional fora/ conferences</i>	Tabada, MATW	1	3		5	5	5	5	
	PI 5. Percent of research proposals approved *	All Staff	4	1		2	2	2	2	

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	PI 6. Additional outputs*									
	Designs research related activities and other outputs to implement new normal			18	Attendance to webinars	5	5	5	5	
	No. of research-related awards (research conducted by faculty or student w/ faculty)									
MFO 4	EXTENSION SERVICES (20%)								4.89 x 0.2 =	0.98
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	All Staff	14	19	>LRLGU-3 >BIDANI-7 >MAGPANGUAPA-4 >BDC-2 >COLLABDev-3	5	5	5	5	
	PI 2. Number of trainees weighted by the length of training *	All Staff	540	892	>BMIS-760 >PNEA-120 >BDC-12	5	5	5	5	
	Number of trainings/workshops conducted	All Staff	11	15	>BMIS-9 >PNEA-4 >BDC-2	5	5	5	5	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	All Staff	5	5	MAGPANGUAPA; BIDANI; BDC; LRLGU; COLLABDev	4	4	4	4	
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	All Staff	80%	90%		5	5	5	5	
	PI 5. Number of technical/expert services *									
	Research Mentoring			1		5	5	5	5	
	Peer reviewers/Panelists			1		5	5	5	5	
	Resource Persons	All Staff	5	183		5	5	5	5	
	Convenor/Organizer	Tabada, MATW	1	3		5	5	5	5	
	Consultancy			1		4.5	4.5	4.5	4.5	
	Evaluator	Faculty	4	15		5	5	5	5	
	PI 8. Percent of extension proposals approved *		1	2	COLLABDev - with MOA; MAGPANGUAPA	5	5	5	5	
	PI 9. Amount of extension money generated from external funding			330,000	Training funds from Baybay LGU	5	5	5	5	
	PI 10. Amount of extension money generated from institutional funding			280,000	For 5 extension projects	5	5	5	5	
	PI 11. Additional outputs *									
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *									

	Number of IEC materials produced and distributed			5	27	BIDANI	✓	✓	✓	✓	
	Number of beneficiaries served: 1) Groups	All Staff		7	100	Brgy. LGUs = 92 Mun./City LGU = 4 CSOs = 1 POs = 3	✓	✓	✓	✓	
	2) Individuals	All Staff		532	1,334		✓	✓	✓	✓	
MFO 5	Support to Operations (5%)										4.5 x 0.05 = 0.225
	OVPI MFO 1. Faculty Development Services										
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Tabada, MATW		1	1	Ongoing (start: Sept 2020)	✓	✓	✓	✓	
	OVPI MFO 2. Faculty Recruitment/Hiring Services										
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Nunez, LB		1	0	Request sent to Univ. President & APB	✓	✓	✓	✓	
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *										
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *				1	ISRDS anniversary lecture	✓	✓	✓	✓	
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	4 Faculty members		75%	100%	1st sem 2020-2021 (Oct 2020 - Feb 2021)	✓	✓	✓	✓	
	PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted or attended*	All Staff		1	3	Annual Inhouse review for Research and for Extension; Planning	✓	✓	✓	✓	
	PI 7: Additional outputs *										
	Number of faculty/staff awards/honors received related to operations support										
	OVPI 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*	All Staff		90%	90%		✓	✓	✓	✓	
	Number of degree programs subjected to accreditation	All Staff; LAMP & DSOC Faculty		2	3	>MSLAM - April 1 (L1) >MLAM - April 2021 (L1)	✓	✓	✓	✓	
	Number of packaged documents prepared	Faculty & Staff 2 JO staff, LAMP faculty	10 PPPs 10 Compliance 10 Supp. Docs	30 PPPs 30 Compliance 30 Supp.Docs	>MSDevSoc - Nov. 2021 (L2)		✓	✓	✓	✓	

608.5

0.225

MFO 6	General Admin. & Support Services (GASS) (5%)								4.5	$\times 0.05 = 0.225$
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	All Staff	5	5	ISRDS, BIDANI, BDC, MAGPANGUAPA, LIFE	4.5	4.5	4.5	4.5	
	PI 2. Zero percent complaint from clients served	All Staff	100%	100%		5	5	5	5	
	PI 3. Number of coaching sessions among faculty & staff**	All Staff	10	10	1 per staff	5	5	5	5	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	All Staff	2	1	Extension Projects harmonization	3	3	3	3	
	PI 5. Number of monthly/special faculty & staff meetings conducted**	All Staff	12	12	10 staff meetings; 2 faculty meetings	4.5	4.5	4.5	4.5	
	Administrative and facilitative services	Admin. Aides	5,063	6,862		5	5	5	5	
	PI 3: Additional Outputs									
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *									

Total Over-all Rating									26.967
Average Rating									(4.94) 4.994
Adjectival Rating									VS

Received by:



DILBERTO O. FERRAREN

VP-OVPPRGAS

Date: 3 Feb 2022

Calibrated by:



DANIEL LESLIE M. TAN

VP-Administration & Finance

Date: 1/24/22

Recommending Approval:



BEATRIZ S. BELONIAS

VP-Academic Affairs

Date: 1/24/22

Approved:



EDGARDO E. TULIN

University President

Date: 1/21/22

* 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