



OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)(CAS)

I, Ma. Theresa P. Loreto, Dean of the College of Arts and Sciences, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with DATE: indicated measures for the period July - December 2021

MA. THERESA P. LORETO

College Dean

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

Personnel		Target	Actual	
DoPAC		525.5	651.1	
DBS	-	105.0	536.7	
Biotech		12.0	56.1	
DepStat	-	163.0	52.7	
DMath		500.0	370.7	
DPhys		500.0	304.0	
DLABS		649.0	1913.2	
OTAL:		2,454.5	3,884.5	
* On vacation-sick-leave status. Ratio	of Instruction and RDE com	mitmtents should detern	nined based on FTE of 18 units	

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

1 - Poor

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)

				Consolidated S/Persons Targets of all	Actual Accomplishments		Rating					
MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible		% Accomplishment	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight
MFO 1	ADVANC	CED EDUCATION SERVICES (20%)										
	OVPI M	IFO 1. Graduate Degree Program Management Servi	ces									
		ercentage of graduate school faculty engaged in esearch work applied in any of the following:										4%

		a. pursuing advanced research degree program (Ph.D)	College Dean & Dept. Heads	20%	450.00%	90%	5.0	5.0	5.0	5.0	
		actively pursuing in the last three (3) years b. (investigative research, basic and applied scientific research, policy research social science research)	College Dean & Dept. Heads	55%	90.91%	50%	5.0	4.7	4.5	4.7	
	OVPI	MFO 2. Graduate Student Management Services									
	PI 3:	Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	5	120.00%	6	5.0	5.0	5.0	5.0	2%
	<u>PI 4:</u>	Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty	17.0	209.24%	35.57	5.0	5.0	5.0	5.0	2%
	<u>PI 5:</u>	Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty	50%	0.00%	0					2%
	<u>PI 6:</u>	Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty	75%	0.00%	0					2%
	PI 8:	Number of graduate students advised *	Dept. Head &	12	333.33%	40	5.0	5.0	5.0	5.0	2%
	PI 9:	Number of instructional materials developed *	Dept. Head &	1	100.00%	1	5.0	5.0	5.0	5.0	
		On-line ready courseware		4	325.00%	13	5.0	5.0	5.0	5.0	
		Flexible instructional materials		11	736,36%	81	5.0	5.0	5.0	5.0	
		Assessment tools		15	706.67%	106	5.0	5.0	5.0	5.0	
		Syllabus		1	200.00%	2	5.0	5.0	5.0	5.0	
	PI 10:	Number of virtual classrooms created and operationalized		13	176.92%	23	5.0	5.0	5.0	5.0	
	PI 11:	Additional Outputs									
		Number of PhD dissertation proposals reviewed mfor appropraiteness of the statistical design		2	100.00%	2	5.0	5.0	5.0	5.0	
MFO 2	HIGHI	ER EDUCATION SERVICES (50%)									
	<u>PI 1</u> :	Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty		100.00%	14.29	5.0	5.0	5.0	5.0	7.5%
	PI 2:	Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	68.60%	112.30%	77.04%	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	75.08%	110.79%	83.18%	5.0	5.0	5.0	5.0	2.5%
	PI 4:	Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	87.50%	100.00%	87.50%	5.0	5.0	5.0	5.0	2.5%

20%

	PI 5:	Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	2437	157.93%	3848.83	5.0	5.0	5.0	5.0	20%
	PI 8:	Number of students advised: *	Dept. Head &	153	101.96%	156	5.0	5.0	5.0	5.0	
	PERSONAL PROPERTY.	On thesis/ field practice/special problem	Dept. Head &	81	185.19%	150	5.0	5.0	5.0	5.0	1%
		No. of approved manuscript submitted within prescribed period	Dept. Head & Faculty	28	14.29%	4	3.0	2.5	3.0	2.8	1%
		On consultation	All Faculty	451	460.75%	2078	5.0	5.0	5.0	5.0	0.5%
		On immersion									
	PI 9:	Number of student organizations advised/ assisted *	Dept. Head & Faculty		100.00%	1	5.0	5.0	5.0	5.0	
		Student organizations advised	Dept. Head &	9	133.33%	12	5.0	5.0	5.0	5.0	1.25%
		Student organizations assisted on student related activities	Dept. Head & Faculty	8	125.00%	10	5.0	5.0	5.0	5.0	1.25%
	PI 10:	Number of instructional materials developed *	Dept. Head &								10%
		On-line ready courseware	Dept. Head &	72	220.83%	159	5.0	5.0	5.0	5.0	
		Flexible instructional materials	Dept. Head &	82	502.44%	412	5.0	5.0	5.0	5.0	
		Assessment tools	Dept. Head &	53	1184.57%	627.82	5.0	5.0	5.0	5.0	
	PI 10:	Number of virtual classrooms created and operationalized	Dept. Head & Faculty	122	231.97%	283	5.0	5.0	5.0	5.0	
	PI 11:	Additional Outputs	Dept. Head &	1	100.00%	1	5.0	5.0	5.0	5.0	
		Department policy for timely submission of IM related documents (i.e., syllabus, TOS, etc.)		1	100.00%	1	5.0	5.0	5.0	5.0	
		Number of OBE course syllabi prepared and approved for use		35	145.71%	51	5.0	5.0	5.0	5.0	
		No. of TOS prepared and approved		15	66.67%	10	4.7	4.5	4.0	4.4	
		Number of trainings attended related to instruction		2	300.00%	6	5.0	5.0	5.0	5.0	
MFO 3	RESE	ARCH SERVICES (10%)									
	PI 1:	Number of research outputs in the last three (3) years	Dept. Head &	2	100.00%	2	5.0	5.0	5.0	5.0	2%
	PII.	utilized by the industry or by other beneficiaries *	Faculty	2	100.00%		5.0	5.0	5.0	5.0	270
	PI 2:	Number of research outputs completed within the year *	Dept. Head & Faculty	11	236.36%	26	5.0	5.0	5.0	5.0	2%
		Number of research studies conducted									
		Number of research projects/studies completed			100.00%	1	5.0	5.0	5.0	5.0	
	PI 3:	Percentage of research outputs published in internationally-referred or CHED recognized journal		40%	100.00%	40%	5.0	5.0	5.0	5.0	
		In refereed int'l journals		3	2726.67%	81.8	5.0	5.0	5.0	5.0	1.50%
		In refereed nat'l/regional journals		1	200.00%	2	5.0	5.0	5.0	5.0	0.50%
	PI 4:	Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty								
		In int'l fora/conferences		2	200.00%	4	5.0	5.0	5.0	5.0	1.50%

		In nat'l/regional fora/conferences		3	166.67%	5	5.0	5.0	5.0	5.0	0.50%
		In institutional for a/conferences		5	0.00%	0					
	PI 5:	Percent of research proposals approved *		50%	100.00%	50.00%	5.0	5.0	5.0	5.0	0.5
	PI 6:	Additional outputs*									
		No. of research proposals submitted	Faculty	3	40.00%	1.2	4.5	4.5	4.7	4.6	1.50%
		No. of research-related awards (research conducted by faculty or student w/ faculty)		1	200.00%	2	5.0	5.0	5.0	5.0	
FO 4	EXTE	NSION SERVICES (10%)									
	<u>PI 1</u> :	Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *		4	175.00%	7	5.0	5.0	5.0	5.0	2.0%
	PI 2:	Number of trainees weighted by the length of training *		65	0.00%	0					2%
	PI 3:	Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *		3	66.67%	2	4.5	4.7	4.5	4.6	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*		80%	0.00%	0					1%
	PI 5:	Number of technical/expert services *	Dept. Head &								1%
		Research Mentoring			100.00%	10	5.0	5.0	5.0	5.0	
		Peer reviewers/Panelists		2	50.00%	1	4.5	4.3	4.5	4.4	
		Resource Persons		1	700.00%	7	5.0	5.0	5.0	5.0	
		Convenor/Organizer		1	0.00%	0					
		Consultancy		16	62.50%	10	4.5	4.4	4.7	4.5	
		Evaluator		11	27.27%	3	3.8	4.0	4.7	4.2	
	PI 8:	Percent of extension proposals approved *		90%	111.11%	100%	5.0	5.0	5.0	5.0	0.5%
FO 5	SUPP	ORT TO OPERATIONS									
VPI MF	FO 1. F	Faculty Development Services									
1	<u>PI 1:</u>	Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	22	104.55%	23	5.0	5.0	5.0	5.0	0.6259
VPI MF	FO 2.	Faculty Recruitment/Hiring Services									
	PI 2:	Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Head and DPC	33	169.70%	56	5.0	5.0	5.0	5.0	0.1259
VPI ME	FO 3.	Faculty Evaluation Services									1

10%

5%

PI 5	<u>5:</u>	Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	77.14%	126.00%	97.20%	5.0	5.0	5.0	5.0	0.759
P16		Number of in-house seminars/trainings/ workshops/reviews conducted *		5	20.00%	1	4.5	4.5	3.0	4.0	0.259
PI 7	1:	Additional outputs *									
		Number of faculty/staff awards/honors received									0.259
		Number of seminars/webinars attended		1	300.00%	3	5.0	5.0	5.0	5.0	
VPI MFO 4	4. F	Program and Institutional Accreditation Services									
PI 8	3	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	All requirements are complied	90.00%	2 NC from DepStat; 1 major NC from DMath	4.5	4.5	4.8	4.6	2.509
FO 6 GEN	NEF	RAL ADMINISTRATIVE AND SUPPORT SERVICES									_
PI 1		Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head	7	157.14%	11	5.0	5.0	5.0	5.0	1%
PI 2	2.	Zero percent complaint from clients served	Dept. Head & all faculty & staff	0% complaint	100.00%	0% complaint	5.0	5.0	5.0	5.0	2%
PI 3	2.	Number of coaching sessions among faculty & staff**	Dean and Dept. Heads	15	120.00%	18	5.0	5.0	5.0	5.0	
PI 4		Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dean and Dept. Heads	14	100.00%	14	5.0	5.0	5.0	5.0	
PI 5		Number of monthly/special faculty & staff meetings conducted**	Dean and Dept. Heads	37	159.46%	59	5.0	5.0	5.0	5.0	
PI 6.	_R	desponse to NCs, OFIs and CAR issuances					31107 1025				
		* Percentage of OFIs received and acted			100.00%	100	5.0	5.0	5.0	5.0	
		* Percentage of NCs received and acted		0% complaint	100.00%	0% complaint	5.0	5.0	5.0	5.0	
		* Percentage of CARs received and acted									
PI 3:	: /	Additional Outputs									

	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *	Deans & Dept. Heads	2	150.00%	3	5.0	5.0	5.0	5.0	2%
	Number of request for funding submitted and approved		1	200.00%	2	5.0	5.0	5.0	5.0	
Total Over-all	I Datina						262	.833		
Average Rati						532		 		
Adjectival Ra				C	UTST	ANDIN	G			

Modelver

DILBERTO O. FERRAREN

Planning Office

ate: MAR 1 4 202

Calibrated by:

DANIEL LESLIE S. TAI

Chairman, PMT

Date: 3/4/22

Recommending Approval

BEATRIZ'S. BELONIAS

Vice Pres. for Acad, Affairs

Approved:

DGARDO E. TULIN

President MAR 0 4 2022

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

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

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