



VISAYAS
STATE UNIVERSITY



Department of Liberal Arts & Behavioral Sciences
College of Arts and Sciences
Visayas State University
Visca, Baybay City, Leyte



OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, MARIA VANESSA E. GABUNADA, Head of the Department of the Department of Liberal Arts and Behavioral Sciences, 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**.

MARIA VANESSA E. GABUNADA
Department Head
Date: July 11, 2023

MA. THERESA P. LORETO
College Dean
Date: JUL 11 2023

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE Total FTE (1x2)

| Personnel | Number | | Min. FTE (2) | RDE Commitments*** | |
|--------------------------------------|--------|----|----------------|----------------------|-------------|
| | (1) | | | Research & Extension | Publication |
| Department Head | 1 | 4 | 17.75 | 0 | 0 |
| Faculty w/ Univ. Designated Position | 3 | 0 | 58.85 | 0 | 0 |
| Regular Faculty (VSL)* | 2 | 15 | 63.45 | 2 | 1 |
| Regular Faculty (TLS)* | 27 | 18 | 728.80 | 5 | 3 |
| Part time Faculty | 20 | 21 | 753.60 | 0 | 0 |
| Admin Staff Members | 3 | 0 | 0.00 | | |
| TOTAL: | | | 1622.45 | 7 | 3 |

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))

Faculty Members: JCQ-JQuebec, AFV-AVillaroya; AAP-AParmis; EGF-EFernandez, DRF-DFlendez; RAB-RABande; MVG-MGAbunada; CNR-CRola; SML-SMLubrio, PMO-PPquibulan, ALarrazabal, ARP-ARpero, INMliaga, GGPajares; RPC-RCapulla; DPA-DAcortay; MCV-MVillas; PCD- PDomingo; GMS-GSantianes; MD-JDiao; BAP-BPOnce; AEG-AGenotiva;

| MFO No. | | Success/Performance Indicator (PI) | | Units/Persons Responsible | Targets | Actual Accomplishments | | Rating | | | | Remark (Details of the targetted output indicators with **) |
|---------|---|---|--|---|---------|------------------------|---|---------|------------|------------|---------|---|
| | | | | | | % Accomplishment | Details of Accomplishments | Quality | Efficiency | Timeliness | Average | |
| MFO 1 | ADVANCED EDUCATION SERVICES (20%) | | | | | | | | | | | |
| | OVPI MFO 1. Graduate Degree Program Management Services | | | | | | | | | | | |
| | PI 1: | Number of graduate degree specializations offered and monitored * | | MVG Dept Head | 1 | 3 | MSLT, MagDev-LT, MEd-English | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 2: | Total FTE coordinated, implemented & monitored* | | AAP, CNR, MCV, DPA, MVG, RAB, JCQ, SMPL | 9.0 | 7.25 | LTNG 221,LTNG 205, LTNG 218, LTNG 207, LTNG 209, LTNG 214, LTNG 212, LTNG 216, LTNG 300, LTNG 225, LTNG 211, ENGL 233 | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 3: | Percentage increase in number of graduate students enrolled * | | MVG, Dept. Head | 10% | 5% | MSLT | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 4: | Percentage increase in number of students who graduated within prescribed period * | | MVG, Dept. Head | 10% | 5% | MSLT & MEdEnglish | 5.0 | 5.0 | 5.0 | 5.0 | |
| | Additional Outputs | | | | | | | | | | | |
| | PI 5: | | | | | | | | | | | |
| | OVPI MFO 2. Graduate Student Management Services | | | | | | | | | | | |
| | PI1: | Number of graduate students awarded with scholarship/assitanship | | Dept. Head & Faculty | NONE | 2 | Lane Madrid (MSLT), Dini Dewi (MSLT) | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI2 | Percentage of graduate students awarded with scholarship/assitanship who graduated within prescribed period | | Dept. Head & Faculty | NONE | | | | | | | |
| | PI 3 | Number of graduate students awarded with honors/distinction * | | | NONE | | | | | | | |
| | PI 4: | Number of graduate students advised * | | RAB, AAP, MCV, | 2 | 6 | MSLT, MagDev-LT, MEd-English | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 5 | Percentage of graduate school faculty engaged in research work applied in any of the following | | MVG, MCV, DAP | NONE | 3 | Variation Studies of Waray-Waray Language and Netspeak and Its Influence to the English Language Skills of VSU Students | 5.0 | 5.0 | 5.0 | 5.0 | |
| | | PL5a: Pursuing advanced research degree programs (PhD) | | | NONE | NONE | | | | | | |
| | PI 6 | Percentage of graduate students enrolled in research degree programs | | | NONE | | | | | | | |
| | PI 7 | Percentage of accredited graduate programs * | | | NONE | | | | | | | |
| | Additional Outputs | | | | | | | | | | | |
| | PI 9: | Number of instructional materials developed * | | | | | | | | | | |
| | | On-line ready courseware | | | NONE | | | | | | | |

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|-------|---|--|--|--|------------------|----------|--|-----|-----|-----|-----|--|
| | | Flexible instructional materials | | DAP, RAB, MVG, JCQ, AAP, MCV, CNR, SML | 5 | 12 | LTNG 221, LTNG 205, LTNG 218, LTNG 207, LTNG 209, LTNG 214, LTNG 212, LTNG 216, LTNG 300, LTNG 225, LTNG 211, ENGL 232 | 5.0 | 5.0 | 5.0 | 5.0 | |
| | | Assessment tools | | DAP, RAB, MVG, JCQ, AAP, MCV, CNR, SML | 5 | 76 | LTNG 221, LTNG 205, LTNG 218, LTNG 207, LTNG 209, LTNG 214, LTNG 212, LTNG 216, LTNG 300, LTNG 225, LTNG 211, ENGL 233 | 5.0 | 5.0 | 5.0 | 5.0 | |
| | | Syllabus | | Aparmis | 5 | 8 | LTNG 218, LTNG 207, LTNG 205, LTNG 214, LTNG 212, LTNG 216, LTNG 225, LTNG 227 | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 10: | Number of virtual classrooms created and operationalized | | | 3 | 0 | | | | | | |
| MFO 2 | HIGHER EDUCATION SERVICES (50%) | | | | | | | | | | | |
| | Curriculum Program Management System | | | | | | | | | | | |
| | PI 1: | Total FTE, coordinated, implemented and monitored * | | Dept. Head & Faculty | 934 per semester | 1,615.20 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 2: | Number of undergraduate curricular programs compliant to CMO, approved and offered | | Dept. Head & Faculty | 2 | 2 | ABELS & ABPHILO | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 3: | Average percentage passing in licensure exam in mandated programs | | Dept. Head & Faculty | NONE | | | | | | | |
| | PI 4: | Number of graduates in mandated programs graduated within prescribed period | | Dept. Head & Faculty | 30 | 40 | ABELS | 5.0 | 5.0 | 4.5 | 4.8 | |
| | PI 5: | Percentage increase in number of undergraduate students who graduated within prescribed period | | Dept. Head & Faculty | 50% | 98% | ABELS | 5.0 | 5.0 | 4.5 | 4.8 | |
| | PI 6: | Percentage increase in number of undergraduate students enrolled | | Dept. Head & Faculty | 10% | 3% | Shiftees | 5.0 | 5.0 | 4.5 | 4.8 | |
| | PI 7: | Number of academe/industry linkage established | | Dept. Head & Faculty | 1 | none | | | | | | |
| | PI 8: | Number of students advised | | | | | | | | | | |
| | | <i>On thesis/ field practice/special problem</i> | | Dept. Head & Faculty | 30 | 44 | ABELS | 5.0 | 5.0 | 5.0 | 5.0 | |
| | | <i>No. of approved manuscript submitted within prescribed period</i> | | Dept. Head & Faculty | 30 | 40 | ABELS | 5.0 | 5.0 | 4.5 | 4.8 | |
| | | <i>On consultation</i> | | All Faculty Members | 150 | 450 | ABELS & ABPHILO; GENED | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 9: | Number of student organizations advised/ assisted * | | | | | | | | | | |
| | | <i>Student organizations advised</i> | | Dept. Head & Faculty | 4 | 5 | DebSoc, ABELSS, Truth Seekers, Baybay Writers Collective, CAS-SSC | 5.0 | 5.0 | 5.0 | 5.0 | |
| | | <i>Student organizations assisted on student related activities</i> | | Dept. Head & Faculty | 2 | 2 | ABELSS & TruthSeekers | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 10: | Number of instructional materials developed * | | | | | | | | | | |
| | | On-line ready courseware | | Dept. Head & Faculty | 20 | none | | | | | | |

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|--------------|--------------------------------|---|--|---|-------|------|---|-----|-----|-----|-----|--|
| | | Flexible instructional materials | | Dept. Head & Faculty | 30 | 20 | GenEd and Major courses | 5.0 | 5.0 | 5.0 | 5.0 | |
| | | Assessment tools | | Dept. Head & Faculty | 50 | 756 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 11: | Percentage of first time licensure exam takers that pass the licensure exams * | | | NONE | | | | | | | |
| | PI 12: | Percentage of graduates (2 years prior) that are employed * | | Dept. Head & Faculty | 50.0% | 60% | ABELS | 5.0 | 5.0 | 4.5 | 4.8 | |
| | PI 13: | Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs * | | Dept. Head & Faculty | NONE | | | | | | | |
| | PI 14: | Percentage of undergraduate programs with accreditations * | | Dept. Head & Faculty | 1 | NONE | | | | | | |
| | Additional Outputs | | | | | | | | | | | |
| | PI 17: | Number of virtual classrooms created and operationalized | | Dept. Head & Faculty | 20 | NONE | | | | | | |
| | PI 18: | Department policy for timely submission of IM related documents (i.e., syllabus, TOS, etc.) | | Dept. Head & Faculty | 1 | NONE | | | | | | |
| | PI 19: | Number of OBE course syllabi prepared/revised and approved for use | | Dept. Head & Faculty | 5 | 31 | GenEd and Major courses | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 20: | No. of TOS prepared and approved | | Faculty | 5 | 160 | Midterm & Finals | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 21: | Number of completion forms for INC submitted within the prescribed period | | Dept. Head & Faculty | 15 | 410 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 22: | Number of trainings attended related to instruction | | BAPonce, Agenotiva | 3 | 2 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| MFO 3 | RESEARCH SERVICES (10%) | | | | | | | | | | | |
| | PI 1: | Number published outputs in internationally-indexed journals or CHED recognized journal within the year (2%) * | | | | | | | | | | |
| | | In refereed int'l journals | | JMDiao, ARPalermo, Agenotiva, RPCapulla, JDImbong | 1 | 3 | 1. Attitudes towards Divorce and Divorce Bill among Married Individuals in the Rural Areas of the Fifth District of Leyte Province, Philippines: Variations based on Religion, Social Ethics Society Journal of Applied Philosophy Educational Attainment, and Age Cohort Religiosity, Volume 9, 2023, pp. 21-56, ISSN: 2546-1885; 2. A Diachronic Analysis of the Façades of the Filipino-Spanish Churches of the Diocese of Maasin in the Context of the Slave Raids from the South SPAFA ..., 2023 - academia.edu; 3. Towards a Mindanawon/Lumad philosophy: The Filipino philosophy of Karl Gaspar 2023 - animorepository.dlsu.edu.ph | 5.0 | 5.0 | 5.0 | 5.0 | |
| | | In refereed nat'l journals | | Faculty | 1 | 0 | | | | | | |

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|--------------|---------------------------------|---|--|----------------------|-----------|------|--|-----|-----|-----|-----|--|
| | | <i>in institutional journals</i> | | Faculty * | NONE | NONE | | | | | | |
| | PI 2: | Number of research outputs presented in regional/national/ int'l fora/conferences * | | | | | | | | | | |
| | | <i>In int'l fora/conferences</i> | | Faculty | 1 | NONE | | 5.0 | 5.0 | 5.0 | 5.0 | |
| | | <i>In nat'l conferences</i> | | BAPonce | 1 | 1 | Paper Title: Adaptation, Assimilation, and the Last Balawan among the Migrant Mamanwa; 10th National Social Science Congress | | | | | |
| | | <i>In regional fora/conferences</i> | | Faculty | 1 | NONE | | | | | | |
| | | <i>in institutional fora/conferences</i> | | Faculty | 1 | NONE | | | | | | |
| | PI 3 | Number of research projects conducted and/or completed on schedule | | BAPonce, Agenotiva | 1 | 1 | Ethno-Linguistic Study of Minamanwa, Its Challenges and Changes Overtime | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 4: | Number of research proposals submitted/endorsed for external funding | | BAPonce | NONE | 1 | Proposal Title: Saving Minamanwa: An Initiative to Preserve Minamanwa and the Mamanwa Indigenous Knowledge Systems and Practices | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 5: | Percent of research proposals approved * | | Dept. Head & Faculty | 25% | NONE | | | | | | |
| | PI 6 | Amount of research money generated from external funding (thousand ₱PhP) | | | NONE | | | | | | | |
| | PI 7 | Amount of research money generated from institutional funding (thousand ₱PhP) | | Dept. Head & Faculty | 10,000.00 | none | | | | | | |
| | PI 8: | No. of research-related awards (research conducted by faculty or student with faculty) | | | NONE | NONE | | | | | | |
| | PI 9: | No. of research outputs in the last three years utilized in the industry or other beneficiaries | | | NONE | NONE | | | | | | |
| | PI 10: | Number of research outputs completed within the year | | Dept. Head & Faculty | 1 | NONE | | | | | | |
| | PI 11: | Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year | | Dept. Head & Faculty | 1 | NONE | | | | | | |
| | Additional Outputs | | | | | | | | | | | |
| | PI 12 | Number of publications qualified for VSU Publication Incentive Award | | | 1 | NONE | | | | | | |
| MFO 4 | EXTENSION SERVICES (10%) | | | | | | | | | | | |
| | PI 1 | Number of person-days trained weighted by length of training | | Faculty | 10 | NONE | | | | | | |
| | PI 2 | Number of trainings conducted | | Faculty | 1 | NONE | | | | | | |
| | PI 3 | Number of IEC materials/technologies developed/used | | | NONE | NONE | | | | | | |
| | PI 4: | Number of beneficiaries served | | | | | | | | | | |

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|--|---------------|---|---|-------------------|----------------------|-----------------------------------|-----|-----|-----|-----|--|
| | | Groups | BAPonce et al | 1 | 1 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| | | Individuals | Faculty | 10 | NONE | | | | | | |
| | PI 5: | Number of technical/expert services * | Faculty | | | | | | | | |
| | | Peer reviewers/Panelists | BAPonce & RABande, MVGabunada | 1 | 3 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| | | Resource Persons | Jimbong | 1 | 1 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| | | Convenor/Organizer | Faculty | 1 | none | | | | | | |
| | | Consultancy | | none | none | | | | | | |
| | | Evaluator | MVGabunada | none | 1 | Science and Humanities Journal | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 6: | Number of extension projects conducted and/or completed on schedule | BAPonce et al & JMDiao et al | 1 | 2 | on-going | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 7: | Number of extension proposals submitted | MVGabunada | 1 | 1 | | | | | | |
| | PI 8: | Number of extension proposals approved | | 1 | NONE | | | | | | |
| | PI 9: | Amount of extension money generated from external funding (Thousand PHP) | | NONE | | | | | | | |
| | PI 10: | Amount of extension money generated from institutional funding (Thousand PHP) | | 10,000 | 256,000.00 | for two extension projects | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 11: | Number of extension-related awards (extrn. Conducted by faculty or student & faculty) | | NONE | | | | | | | |
| | PI 12: | Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities | BAPonce | 1 | 1 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 13: | Number of trainees weighted by the length of training | Faculty | 5 | NONE | | | | | | |
| | PI 14: | Number of extension programs organized and supported consistent with the SUC's mandated and priority programs | BAPonce et al & JMDiao et al | 1 | 2 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 15: | Percentage of beneficiaries who rate the training course/s as satisfactory or higher in terms of quality and relevance | Dept. Head & Faculty | 50% | NONE | | | | | | |
| MFO 5 SUPPORT TO OPERATIONS | | | | | | | | | | | |
| OVPI MFO 1. Faculty Development Services | | | | | | | | | | | |
| | PI 1: | Number of faculty pursuing advanced research degree programs (MS, PhD) facilitated, monitored and assisted * | MGENaya, BPEmaya, Mpascual, Avillaber- Alojado | 1 | 5 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| OVPI MFO 2. Faculty Recruitment/Hiring Services | | | | | | | | | | | |
| | PI 2: | Number of faculty recruited/hired based on needed competencies and aligned with ISO standards * | Head and DPC | 2 subs; 20 PTs | 1 Regular; 18 PTs | | 5.0 | 5.0 | 5.0 | 5.0 | |
| OVPI MFO 3. Faculty Evaluation Services | | | | | | | | | | | |

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|--|--|--|--|--------------|------|-------|-----|-----|-----|-----|--|
| PI 3: | Number of seminars/trainings/ conventions/workshops coordinated for entire university * | | | NONE | | | | | | | |
| PI 4: | Number of seminars/trainings/ conventions/workshops coordinated outside of the university * | | | NONE | | | | | | | |
| PI 5: | Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated * | | Dept. Head & Faculty | 75.00% | 98% | | 5.0 | 5.0 | 5.0 | 5.0 | |
| PI 6 : | Number of in-house seminars/trainings/ workshops/reviews conducted/attended * | | Faculty | 1 | NONE | | | | | | |
| PI 7 : | Number of faculty/staff awards/honors received related to operations support | | | NONE | NONE | | | | | | |
| OVPI MFO 4. Program and Institutional Accreditation | | | | | | | | | | | |
| PI 1 | Number of degree programs which passed accreditation/evaluation at least Level 1 | | | 1 | NONE | | | | | | |
| PI 2 | QMS on faculty recruitment, development and performance evaluation aligned with ISO standards | | | 1 | NONE | | | | | | |
| PI 3 | Degree Program Complaint with CHED Requirements | | | 2 | 1 | ABELS | 5.0 | 5.0 | 5.0 | 5.0 | |
| PI 4: | Number of activities organized/attended/assisted/participated/facilitated | | | 2 | NONE | | | | | | |
| Additional Outputs | | | | | | | | | | | |
| PI 1 | 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 | No NC | NONE | | | | | | |
| MFO 6 GENERAL ADMINISTRATIVE AND SUPPORT | | | | | | | | | | | |
| PI 1. | Submission of College/Department PPMP for the following year within deadline as prescribed by BAC* | | MVG, Dept. Head | 1 | 3 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| PI 2. | Zero percent complaint from clients served | | Dept. Head & all faculty & staff | 0% complaint | None | | | | | | |
| PI 3. | Number of coaching sessions among faculty & staff** | | MVG, Dept. Head | 2 | 1 | | 5.0 | 5.0 | 4.5 | 4.8 | |
| PI 4. | Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets** | | MVG, Dept. Head | 2 | 6 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| PI 5. | Number of monthly/special faculty & staff meetings conducted** | | DPC, Dept. Head ; MGV Language Section Head & BAP, SocSci Section head | 4 | 16 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| PI 6 | Number of class observations conducted | | DPC, Dept. Head ; MGV Language Section Head & BAP, SocSci Section head | 30 faculty | 47 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| PI 7 | Additional Outputs | | | | | | | | | | |

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|-----------------------|---------------|---|--|------|------|--|-------------|-----|-----|-----|--|
| | | Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies * | Dept/ Head | 1 | 1 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| | | Response to NCs and CARS issuances | Dept Head | 1 | 1 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 8: | Percentage of CARs received and acted | Dept Head, dDRC & Faculty | 100% | 100% | | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 9: | Number of request/recommendation/invitation letters submitted | Dept. Head and DPC | 2 | 6 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| | PI 10: | Number of job request submitted | Dept Head, Chair, Physical Facilities Committee.dDRC | 2 | 6 | | 5.0 | 5.0 | 5.0 | 5.0 | |
| Total Over-all Rating | | | | | | | 263.833 | | | | |
| Average Rating | | | | | | | 4.978 | | | | |
| Adjectival Rating | | | | | | | OUTSTANDING | | | | |

Received by:

TONI MARC L. DARGANTES

Planning Office

Date: JUL 12 2023

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT

Date: JUL 14 2023

Approved:

EDGARDO E. TULIN

President

Date: JUL 19, 2023

** 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.