



VISAYAS
STATE UNIVERSITY

Department of Tourism and Hospitality Management

Visca, Baybay City, Leyte, PHILIPPINES

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OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **RANDY G. OMEGA**, Head of the Department of Tourism and Hospitality Management, commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January - June 2024.

RANDY G. OMEGA

Head, DTHM

Date: 5-Jul-24

James
JULIAN B. NUÑEZ
College Dean
Date: _____

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)		RDE Commitments***		
					Research	Publication	Extension
Department Head	1	10	10.0		0.0	0	0
Faculty w/ Univ. Designated Position	1	20	20.0		0.0	0	0
Regular Faculty (VSL)*	2	30	60.0		0.0	0	0
Regular Faculty (TLS)*	4	40	160.0		1.0	1	1
Part time and Substitute Faculty	7	40	280.0		0.0	0	0
Admin Staff Members	3	0					
TOTAL:	18		530		1.0	1	1

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	Department Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
MFO 1		ADVANCED EDUCATION SERVICES										
		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:										
		a.	Dept. Head & Faculty	NA								4%
		b.	Dept. Head & Faculty	NA								
		c.	Dept. Head & Faculty	NA								
		d.	Dept. Head & Faculty	NA								
		OVPI MFO 2. Graduate Student Management Services										
		PI 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty	NA								2%
		PI 2: Percentage of accredited graduate programs *	Faculty	NA								2%
		PI 3: Number of graduate degree specializations offered and monitored *	Faculty	NA								2%
		PI 4: Total FTE coordinated, implemented & monitored*	Faculty	NA								2%
		PI 5: Percentage increase in number of graduate students enrolled *	Faculty	NA								2%

[illegible]

[illegible]

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*		Dept. Head & Faculty	No NC	No NC		5	5	5	5		4.50%
MFO 6	General Admin. & Support Services (GASS) (5%)										4.933	0.247
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	1	3		5	5	5	5		3%
	PI 2. Zero percent complaint from clients served		Dept. Head & all faculty &	0%	100%		5	5	5	5		1%
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	2	2		5	5	5	5		1%
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	2	4		5	5	5	5		1%
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	5	4		4	5	5	4.67	4 Regular Faculty meetings conducted	1%
	PI 3: Additional Outputs		Dept. Head & all faculty & staff									
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *											
Total Over-all Rating			21.914								Strengthen Research and Extension capabilities through attendance to trainings/seminars/ workshops & project implementation with external partners.	
Average Rating			4.607									
Adjectival Rating			Outstanding									

Received by:

TONI MARC L. DARGANTES

Planning Office
Date: **JUL 15 2024**

Calibrated by:

ELWIN JAY V. YU

Chairperson, PMT
Date: **7-15-24**

Approved:

PROSE IVY G. YEPES

President
Date: **9/6/24**

- * 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