rew # 211900



Department of Tourism and Hospitality Management

Visca, Baybay City, Leyte, PHILIPPINES

Telefax: None

Email: dchm@vsu.edu.ph Website: www.vsu.edu.ph

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, RANDY G. OMEGA, Head of the <u>Department of Touirsm and Hospitality Management</u>, 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

College Dean

Date:

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

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)

MFO No.						Actual Accor			ting				
			Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	% Accom- plishment	Details of Accomplis hments	400	Efficiency	Timelines	Average	Remark (Details of the targetted output indicators with **)	% weight
MFO 1	ADVANCED	EDUCAT	ION SERVICES										
	OVPI MFO 1. Graduate Degree Program Management Services												
	1		ercentage of graduate school faculty engaged in research pplied in any of the following:	Dept. Head & Faculty	NA-								4%
		a.	pursuing advanced research degree program (Ph.D) *	Dept. Head &	NA								
		b.	research, basic and applied scientific research, policy research social science research)	Faculty Dept. Head &	NA								
		C.	producing technologies for commercialization or livelihood improvement	Faculty Dept. Head &	NA								
		d.	whose research resulted in an extension program	Faculty									
	OVPI MFO 2. Graduate Student Management Services			Faculty	NA								
	PI 1: Percentage of graduate students enrolled in research degree programs *			Dept. Head &	NA-								2%
	PI 2: Percentage of accredited graduate programs *			Faculty									2%
	PI 3: Number of graduate degree specializations offered and monitored *			Faculty Bopt Flour a	NA								2%
	PI 4: Total FTE coordinated, implemented & monitored*			Faculty	NA-								2%
	PI 5: Percenta	age increas	se in number of graduate students enrolled *	Faculty	NA-								2%
_				Faculty	NA-		*				A		

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

	PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty	NA							2%
	PI 7: Number of graduate students awarded with honors/distinction *	Faculty	NA							2%
	PI 8: Number of graduate students advised *	Faculty	NA	<u> </u>	-					2%
	PI 9: Number of instructional materials developed *	Faculty	NA		 -			-		270
	On-line ready courseware	racuity	NA		 -			-		
	Flexible instructional materials				 +		-	-		
	Assessment tools				-	_				
	PI 10: Number of virtual classrooms created and operationalized				-		-			
MFO 2	HIGHER EDUCATION SERVICES (60%)				+			-	5.000	3.000
MFUZ	PI 1. Percentage of first time licensure exam takers that pass the licensure exams	Dept. Head & Faculty	NA						5.000	3.000
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	83%	85%	5	5	5	5		6.0%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100%	100%	5	5	5	5		6.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Faculty	100%	100%	5	5	5	5		4.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	520	284.95	5	5	5	5		20%
	PI 8: Number of students advised: *	Dept. Head & Faculty								
	On thesis/ field practice/special problem		100	141	5	5	5	5		5%
	No. of approved manuscript submitted within prescribed period		20	125	5	5	5	5		3%
	On consultation		250	300	 5	5	5	5		
		Dept. Head &	250	300	5	5	5	5		2.5%
	PI 9: Number of student organizations advised/ assisted *	Faculty								
	Student organizations advised		2	2	5	5	5	5		3.25%
	Student organizations assisted on student related activities		2	2	5	5	5	5		3.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty								10%
	On-line ready courseware	Dept. Head & Faculty	5	19	5	5	5	5		
	Flexible instructional materials	Dept. Head & Faculty	10	88	5	5	5	5		
	Assessment tools	Dept. Head & Faculty	5	67	5	5	5	5		
	PI 10: Number of virtual classrooms created and operationalized	Faculty	27	88.88	5	5	5	5		24/27
	PI 11: Additional Outputs	Dept. Head & Faculty								
MFO 3	RESEARCH SERVICES (10%)								3.500	0.350
	Pi 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty	1	0.00	2.5	2.5	2.5	2.5		2%
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1	0.00	2.5	2.5	2.5	2.5		2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *									
	In refereed int'l journals	Faculty	2	1.00	5	5	5	5		5.50%
	In refereed nat'l/regional journals									
	PI 4. Number of research outputs presented in regional/national/ int'l									

	In int'l fora/conferences	Dept. Head & Faculty								1.50%
	In nat'l/regional fora/conferences	Dept. Head & Faculty	0	1	5	5	5	5		0.50%
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	50%	0	2.5	2.5	2.5	2.5		0.5%
	PI 6. Additional outputs* No. of research-related awards (research conducted by faculty or student w/ faculty)	Dept. Head & Faculty								
MFO 4	EXTENSION SERVICES (20%)								3.909	0.782
	Pl 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Dept. Head & Faculty	2	3	5	5	5	5		2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head &	100	282	5	5	5	5		2%
	PI.3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1	1	5	5	5	5		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*	Dept. Head & Faculty	95%	100%	5	5	5	5		3%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty								1%
	Research Mentoring		1	1	5	5	5	5		
	Peer reviewers/Panelists		1	0	2	2	2	2		
	Resource Persons		1	5	5	5	5	5	RGOmega, MCLao, MBJLCastil, MBEscuadra	
	Convenor/Organizer		1	0	2	2	2	2		
	Consultancy			3	5	5	5	5	2 Silago and 1 in Inopacan	-
	Evaluator	Dept. Head &	1	0	 2	2	2	2		-
	PI 8. Percent of extension proposals approved *	Faculty Dept. Head &	50%	0%	2	2	2	2		0.5%
	PI 11. Additional outputs *	Faculty								
	No. of extension-related awards (extn. conducted by faculty or student & faculty)									
MFO 5	Support to Operations (7.5%)								4.571	0.229
	OVPI MFO 1. Faculty Development Services									
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Faculty	1	3	5	5	5	5	SPNayre, MClao and VBlbañez	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	1	5	5	5	5	5	3 regular Faculty and 2 Part-Time	0.125%
	OVPI MFO 3. Faculty Evaluation Services									
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty	1	4	5	5	5	5	RGOmega, MCLao, MBJLCastil, MBEscuadra	0.25%
	P14: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	1	1	5	5	5	5	Environmental Sustainability Symposium and Clean-Up Drive	0.25%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	80%	100%	5	5	5	5	All faculty	1.00%
	P16: Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	1	0	2	2	2	2		0.25%
	PI7 : Additional outputs *	Faculty								
	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*	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%
	Pl 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 *		_							
									Strengthen Research and Extension	
Total Ov	er-all Rating 21.914								capabilities through attendance to	
Average	Rating 4.607								trainings/seminars/ workshops & project	
Adjectiva	Adjectival Rating Outstanding								implementation with external partners.	

Received by:

TONI MARC L. DARGANTES

Planning Office Date:

Calibrated by:

ELWIN JAY V. YU Chairperson, PMT Date: 7-15

Approved:

PROSE IVY G. YEPES

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