

"Annex A"

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)



I, **JOEL REY U. ACOB**, Head of the College of Nursing, commits to deliver and agree to be rated on the attainment of the following **accomplishments** in accordance with the indicated measures for the period **July- December 2020**.

JOEL REY U. ACOB
Dean, College of Nursing
Date: 28 Dec 2020

Approved: [Signature]
BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 12/29/20

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE)

TOTAL FTE (1X2)

RDE Commitments***

Personnel	Number (1)	Min. FTE (2)	Research	Publication	Extension
1. Acob, Joel Rey U*			1	9	2
2. Baldonado, Christian Vie P **			0	0	0
3. Calungsod, Phoebe Lynn B **			0	1	1
4. Cavite, France Allan M *			0	0	1
5. Daiz, Devianne Jane E **			0	0	0
6. De Los Santos, Janet Alexis A **			0	7	0
7. Gapasin, Ciedelle Honey Lou D **			0	0	0
8. Magno, Jesusa M. *			1	0	1
9. Meneses, Raza Crecia L **			0	1	0
10. Tolibas, Michelle C **			0	0	0
TOTAL			2	17	5

Note: * On VSL status. Ratio of instruction and RDE Commitments should be determined based on FTE of 18 units.

** On TLS. 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.	MFO Description	Success/Performance Indicator (PI)	Unit/Persons Responsible	Target	Actual Accomplishments	Rating				Remarks
						Quality	Efficiency	Timeliness	Average	
MFO 2 : HIGHER EDUCATION PROGRAM										
2020 Budget										
Outcome Indicators										
	PI 1: Percentage of first time licensure exam takers that pass the licensure examination		Dean, Faculty	N/A						There will be no takers in 2020 & 2021 due to the K-12 program.
	PI 2: Percentage of graduates <i>(two years prior)</i> that are employed *		Dean, Faculty	100%	100%	4.8	4.8	4.8	4.8	All 2018 and 2019 graduates are now Registered Nurses and employed.
	PI 3 Percentage of undergraduate student population enrolled in CHED & RDC-identified priority programs.*		Dean, Faculty	N/A						BSN is not included in the CHED 2018 list of accredited programs but the VSU CON has Government Recognition No. 120 s 2010.
	PI 4: Percentage of undergraduate program with accreditation*		Dean, Faculty	100 % (1/1)	100%					BSN Program is Level II AACCUP Accredited.
	PI 5: Total FTE, coordinated, implemented and monitored *		Dean, Faculty	25	198.6	4.8	4.8	4.8	4.8	Consolidated figure as Indicated in the individual faculty workload
	PI 8: Number of students advised:*									
	a. On thesis / Field practice/ Special Problems/ Case studies / Narrative reports/ portfolios		Dean, Faculty	3	5	4.9	4.9	4.9	4.9	
	b. Number of approved manuscript submitted within prescribed period			5	5	4.8	4.8	4.8	4.8	Case studies
	On consultation									
	PI 9 : Number of student organizations		Dean, Faculty,							

	advised/assisted*	SSC Adviser							
	<i>Student organizations advised</i>		1	1	4.8	4.8	4.8	4.8	College of Nursing- Student Supreme Council
	<i>Student organizations assisted on student related activities</i>		1	3	5	4.9	4.9	4.93	(1) University-wide orientation, (2) Academic program orientation and re-orientation of policies and guidelines, (3) HIV Webinar organized by the CNSCC
	PI 10: Number of instructional materials developed/revised*	Dean, Faculty							
	a. On-line ready courseware		6	11	4.8	4.9	4.8	4.83	NuCM 100, 104, 104r, 105, 106, 111, 111r, 112, 113, 113r, Zool 138
	b. Flexible instructional materials		6	11	4.8	4.9	4.8	4.83	NuCM 100, 104, 104r, 105, 106, 111, 111r, 112, 113, 113r, Zool 138
	c. Assessment tools		3	37	4.7	4.8	4.8	4.76	Examinations developed through case analyses, case reports, disease tracing, critiquing of research outputs, and individual case presentation to all major and professional nursing courses.
	d. Number of virtual classroom created and operationalized		6	8	4.7	4.7	4.8	4.73	NuCM 100, 104, 105, 106, 111, 112, 113, Zool 138
	PI 1: Additional outputs*	Dean, Faculty							
	a. Self-directed learning notebooks		10	10	4.6	4.8	4.7	4.7	Requirement in all Professional Nursing Courses
	Total Points				4.83	4.86	4.85	4.84	

MFO 3		RESEARCH SERVICES							
	PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries (BSN Students)*	Dean, Faculty	10	14	4.7	4.8	4.8	4.76	+ see attached document.
	PI 2: Number of research projects/ studies completed within the year *	Dean, Faculty	1	1	4.7	4.8	4.5	4.66	Analysis and interpretation is 85% done.
	PI 3: Percentage of Research outputs published in internationally-refereed or CHED recognized journal within the year (2%) *	Dean, Faculty							
	In Refereed int'l journal		50%	16	5	5	5	5	+ see attached document
	In Refereed nat'l / regional journals								
	PI 4: Number of research outputs presented in regional/ national/ int'l fora *	Dean, Faculty	9	9	4.8	4.8	4.8	4.8	
	Int'l fora/ conferences/conferences			6					(2) papers presented during the Samar State University's International Conference on Poverty Alleviation, (1) presented during the Airlangga University International Conference on Care in the Pandemic, (1) presented during the International Conference organized by Lincoln University, Malaysia, (1) in the ministry of Health Republic of Indonesia , (1) Poltekkes Malang, Indonesia
	Nat'l /regional fora/ conferences			3					1 presented in the National Level

									(SEARCA), 2 (EVHRDC Health Congress)
	PI 5: Percentage of research proposals approved*	Dean, Faculty							
	PI 6: Additional outputs*	Dean, Faculty							
	No. of Research-related awards (research conducted by faculty or student with faculty)			1	4.6	4.6	4.7	4.63	First place in the EVHRDC Health Congress November 2020
	Total Points				4.76	4.8	4.76	4.77	
MFO 4.	EXTENSION SERVICES								
	PI 1: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities*	Dean, Faculty in charge	1	1	4.8	4.8	4.8	4.8	Signed MOU between Stikes Bethesda Yakkum, Indonesia
	PI 2: Number of trainees weighted by the length of training*	Dean, Faculty in charge	146	163.5	5	5	4.7	4.9	
	PI 3: Number of extension programs organized and supported consistent with the SUCs mandated and priority programs*	Dean, Faculty	4	5	4.8	4.7	4.7	4.73	Health for Elderly Population (HELP) First Aid and Safety Training (FAST) Communal Activities and Teaching Children's Health (CATCH) CARES VisCARES
	PI 4: Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	CON Faculty, Community beneficiaries	90	100% (154/154)	5	5	5	5	Conducted with approved invitations from the following academic institutions (National Heroes Institute, The College of Maasin, and Bato School of Fisheries among others.
	PI 5: Number of technical/ expert services *								
	Research mentoring		2	4	4.8	4.8	4.8	4.8	JR Acob mentored 2 nurse supervisors, 1 company nurse and 1 clinical teacher currently pursuing MA program.

	Peer reviewers/ panelist		1	6	4.8	4.9	4.8	4.83	JA De los Santos (3)
	Resource person		1	4	4.8	4.8	4.8	4.8	JRU Acob (3) (1) FM Cavite was invited to speak on Mental wellness among Teachers of Bato School of Fisheries, (1) JM Magno during the Phil Nurses Association North Leyte Chapter, (2) JRU Acob during the Airlangga University International Conference, and Lincoln University Malaysia in SDG 3 (good health and well-being)
	Convener/ Organizer			1	4.7	4.7	4.7	4.7	Filipino Nursing Diaspora (FiND) Network in Collaboration with Beta Nu Delta Nursing (BND) Society, in Sydney Australia
	Consultancy								
	Evaluator			1	4.8	4.8	4.8	4.8	JRU Acob was invited as expert reviewer during the Presentation of flexible learning material for health-related courses organized by the EVHEI-FLC
	PI 8: Percent of extension proposals approved*	Dean, Faculty	100% (1/1)	100%	4.8	4.8	4.8	4.8	VisCARES by JRU Acob
	PI 11: Additional outputs *	Dean, Faculty							
	PI12: Number of extension-related awards (extension conducted by faculty or student and faculty)*	Dean, Faculty							
Total Points					4.83	4.83	4.79	4.81	

MFO 5	SUPPORT TO OPERATIONS (STO)								
OVPI MFO 1. Faculty Development Services									
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted.*	Dean, Faculty	22.22%	33.33% (2/6)	4.5	4.5	4.5	4.5	Of the 10 Faculty members of the CON: 2- PhD 1- DNsg Sc 1- EdD <i>2 -on-going PhD</i> <i>3 -MA</i> <i>1- ongoing MA</i>
OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 2: Number of Faculty recruited/hired based on needed competencies aligned with ISO Standards*	Dean, Faculty	2	2	4.7	4.7	4.7	4.7	1 Reg Faculty Temp (CHD Gapasin) 1 Substitute Faculty (CV Baldonado)
OVPI MFO 3. Faculty Evaluation Services									
	PI 3: Number of Seminars/trainings/ conventions /workshops organized /coordinated for the entire university*	Dean, Faculty	1	1	4.6	4.7	4.6	4.63	University-wide workshop on Flexible
	PI 4: Number of seminars/ trainings/ conventions/ workshops outside of the university*	Dean, Faculty	2	5	4.8	4.7	4.8	4.76	
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subject evaluated*	Dean, Faculty Students	90						<i>On-going classes</i>
	PI 6: Number of in-house seminars/ trainings/workshops/ reviews conducted*	Dean, Faculty	1	3	4.8	4.8	4.8	4.8	(1) College RDE in-house review, (2) workshops on Testing strategies in the new normal (College level)
	PI 7: Additional outputs*	Dean, 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 of the QMS of the core processes of the College / under ISO 9001: 2015*	Dean, Faculty, Staff							With compiled documents of processes and procedures utilized in the department.
	Total Points				4.68	4.68	4.68	4.68	

MFO 6. GENERAL ADMINISTRATION & SUPPORT SERVICES (GASS)

	PI 1: Submission of College PPMP for the following year within deadline as prescribed by BAC*	Dean, Faculty, Staff	1	1	4.7	4.6	4.7	4.66	PPMP for 2021
	PI 2: Zero percent complaint from clients served	Dean, Faculty & Staff	0						
	PI 3: Number of coaching sessions among faculty and staff**	Dean, Faculty & Staff	3	3	4.6	4.7	4.7	4.66	
	PI 4: Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets **	Dean, Faculty & Staff	2	2	4.7	4.6	4.7	4.66	RDE Planning; Year-end college committee review and OPCR target setting
	PI 5: Number of monthly/ special faculty and staff meetings conducted**	Dean, Faculty & Staff	5	7	4.8	4.8	4.7	4.76	
	PI 6: Additional outputs	Dean, Faculty							
Number of best practices/ new initiatives in academic unit's management replicated/benchmarked by other departments/agencies*									<ul style="list-style-type: none"> • Student's Academic and RLE orientation to new and continuing students. • Online Parents orientation every semester • Established college and parent communication. • Adaption and implementation of online-asynchronous lectures to all year levels. • Organizing webinars to

								<p>augment clinical and hospital learning experiences of students amidst pandemic by inviting international resource speakers.</p> <ul style="list-style-type: none"> • Conduct of oral revalidation through phone calls and/or online platforms as justifications of submitted student's outputs prior to grading. • Development of pre-recorded lecture-discussions and were made available through virtual classrooms, and other platforms to "humanize" learning. • Conducting review classes for Level IV students in preparation for the Licensure Examination. • Conducting a mock board exam. • Open time consultation of students via online platforms.
Total Points				4.67	4.67	4.7	4.69	
Total Points				4.76	4.76	4.746	4.75	
Total No. of Entries				35				

	Total Over-all rating	4.75	
	Average Rating		
	Adjectival Rating	Very Satisfactory	

Received by:



DILBERTO A. FERRAREN

Planning Office

Date: _____

Calibrated by:



REMBERTO A. PATINDOL

Chairman, PMT

Date: 1-4-2021

Recommending Approval:



BEATRIZ S. BELONIAS

Vice Pres. for Instruction

Date: 12/29/20

Approved:



EDGARDO E. TULIN

University President

Date: _____

*To indicate in the remarks column the details of the targeted 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.