

Institute of Human Kinetics
College of Education

VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, CHARIS B. LIMBO-RIVERA, director of the Instittue of Human Kinetics, 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

CHARIS B. LIMBO-RIVERA
Director

Date July 12, 2023

BAYRON S. BARREDO

College Dean

Date: 7-13-27

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALEN	T (FTE):		Total FTE (1x2,		RDE Commitments	***	1
Personnel	Number (1)	Min. FTE (2)		Research	Publication	Extension	
Department Head	1	4	27.3	1.0	1	1	Rating Equivalents: 5 - Outstanding
Faculty w/ Univ. Designated Position	1	2	28.8	0.0	0	0	4 - Very Satisfactory 3 - Satisfactory
Regular Faculty (VSL)*	1	4	84.2	0.0	0	0	2 - Fair
Regular Faculty (TLS)*	4	8	282.8	0.0	0	0	1 - Poor
Part time Faculty	8	36	519.9	0.0	0	0	
Admin Staff Members							
TOTAL:			942.95	1.0	1	1	

							Act	tual		F	Rating		
MFO No.			Success/Performance Indicator (PI)		Units/ Persons Responsible	Department Target	% Accomplishment	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)
MFO 1	ADVANC	CED	EDUCATION SERVICES (20%)										
	OVPI M	IFO 1	 Graduate Degree Program Management Se 	rvices									

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1		1. Percentage of graduate school faculty engaged research work applied in any of the following:									
	a.	pursuing advanced research degree program (Ph.D) *		IHK Faculty	2	2		5	5	5	5 Prof.Gatchalian, Prof. Mazo
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	*	IHK Faculty	2	2		5	5	5	5 Prof. Cayetano , Dr. Limbo-Rivera
	C.	producing technologies for commercialization or livelihood improvement									
	d.	whose research resulted in an extension program									
OVPI	MFO 2	2. Graduate Student Management Services								T	
		tage of graduate students enrolled in research rams *									
PI 2: F	ercen	tage of accredited graduate programs *									
PI 3: monite		er of graduate degree specializations offered and		IHK Faculty	1	1					M.Ed PE
		FTE coordinated, implemented & monitored*		IHK Faculty	4	4.05					PhEd 212, PhEd 208, PhEd 209, PhE 207
PI 5: enrolle		ntage increase in number of graduate students									
		ntage increase in number of students who ithin prescribed period *									
		er of graduate students awarded with									
PI 8:	Numb	er of graduate students advised *		IHK Faculty	7	49	5	5	5	5	Limbo-Rivera-18, Cayetano-4, Tabudlong-27
PI 9:	lumbe	er of instructional materials developed *								1	

		43	•						
	On-line ready courseware	IHK Faculty	3	3	5	5	5	5	Cayetano, Tabudlong, Villocino
	Flexible instructional materials	IHK Faculty	3	3	5	5	5	5	Tabudlong-2 (PhEd 212, PhEd 208), Villocino
	Assessment tools	IHK Faculty	3	19	5	5	5	5	Tabudlong-14, Cayetano-5 (Term Examinations, Learning Tasks, Assessment Tasks)
	PI 10: Number of virtual classrooms created and operationalized	IHK Faculty	3	1	4	4	4	4	Cayetano
MFO 2	HIGHER EDUCATION SERVICES (50%)								
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *								
	PI 2. Percentage of graduates (2 years prior) that are employed *								
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *								
	PI 4. Percentage of undergraduate programs with accreditations *								
	PI 5: Total FTE, coordinated, implemented and monitored *	Director & IHK Faculty	96	938.90	5	5	5	5	All Faculty
	PI 8: Number of students advised: *	Director & IHK Faculty	9	427	5	5	5	5	Cerna-70, Maningo-80, Tabudlong-67, Sapan-13, Artiga-42, Varron-60, Cayetano-80, Limbo-15
	On thesis/ field practice/special problem	Director & IHK Faculty	0	88	5	5	5	5	Cerna-9,Maningo-4, Tabudlong-12, Sapan-13, Artiga-16, Varron-11, Cayetano-12, Limbo-11
	No. of approved manuscript submitted within prescribed period	Director & IHK Faculty	0	28	5	5	5	5	Cerna-4, Maningo-4, Tabudlong-4, Artig 4, Varron-4, Cayetano-4, Limbo-4

Cerna-150, Maningo-454, Tabudlong-500, Sapan-224, Artiga-250, Gula-50, Varron-Director & IHK On consultation 100 2055 Faculty 600, Cayetano-210, Limbo-427 PI 9: Number of student organizations advised/ assisted * Student organizations advised **IHK Faculty** 5 Artiga & Maningo-BPEdSS, Cerna & Varron-ADARNA, Tabudlong-Ultimate Frisbee, Limbo-Rivera-USSC-Baybay, Student organizations assisted on student related activities Director & IHK 14 10 UISB Sportsfest, ADARNA General Faculty Assembly Meeting, Mugna, Election, Anniversary, BPEDSS Sports Clinic, USSC-Baybay Meeting, Election, Students'Night, USSCF Students' Night, CE-SSC -COEd Week, Ultimate Frisbee-Goodwill, Dulang Pinoy, VSU Anniversary Booth Activities. PI 10: Number of instructional materials developed * On-line ready courseware Director & IHK 13 CAEd 126, PrEd 200, PrEd 153, PrEd Faculty 154 Flexible instructional materials Director & IHK 18 132 Sapan-16 (Powerpoint presentation, Faculty reading assignments, posters, videography,), Tabudlong-9,Cerna-21, Maningo-11, Gula-4, Artiga-22, Varron 32, Cayetano-10, Limbo-7 Director & IHK 34 Assessment tools 188 5 Cerna-18 (Practical Exams, Quizzes, Faculty Group Activities, Assignments, Term Evaluations, Rubrics, Portfolios), Sapan-31, Tabuldong-22, Varron-41, Maningo-39, Gula-, Artiga-25, Cayetano-, Limbo-12

	PI 10: Number of virtual classrooms created and operationalized	Director & IHK Faculty	12	3	3	5	5	5	5	PrEd 200, PrEd 153, PrEd 154
	PI 11: Additional Outputs					+				
MFO 3	RESEARCH SERVICES (10%)									
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *									
	Pl 2. Number of research outputs completed within the year *	Director & IHK Faculty	1	1		5	5	5	5	Gula- An Evaluative Study on Relationship of Health and Skil Physical Fitness Tests as a Ph Assessment in Determining the Physical Abilities
	Pl 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *									
	In refereed int'l journals	Director & IHK Faculty	5%	5%		5	5	5	5	Limbo-Rivera, Lived Experience Health Optimizing Physical Edu (HOPE) Teachers, Gula-Contin Distance Learning Modality of O Studies in Post-Covid Philippine Survey, Florida Distance Learni Association Journal, April 2023; Ineffective Practice and Lack of Motivation of the Junior High So Athletes for Physical Training in Preparation for City Meet and E Florida Distance Learning Asso

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	In refereed nat'l/regional journals	Director & IHK	0	2		5	5	5	5 THE TEACHING PROFESSION: A
	In refereed hat pregional journals	Faculty	U	2		,	J	3	CRITICAL ANALYSIS ON THE REFLECTIVE EXPERIENCE OF A CLASSROOM TEACHER, Universal Journal of Educational Research, June 2023; PROFESSIONAL AND PERSONAL TRAITS OF A PROFESSOR: A STUDY ON FILIPINO STUDENTS' PREFERENCES, Universa Journal of Educational Research, March 2023
	PI 4. Number of research outputs presented in					 		1	
	regional/national/ int'l fora/conferences *								
	In int'l fora/conferences	Director & IHK Faculty	2	2	5	5	5	5	Gula-A Scoping Review on the Implementation of Active Recreational Activities, ICSSIET CONGRESS 4th International Congress on Social Sciences, Innovation and Educational Technologies, February 2023; Speech Classes During COVID-19 Pandemic: Challenges Faced by the Classroom Teachers, EduArmenia 2023 PanArmenian conference, July 2023
	In nat'Vregional fora/conferences								
	PI 5. Percent of research proposals approved *	Director & IHK Faculty	5%	5%	5	5	5	5	Charis Limbo_Rivera and Sheena Eunic Tabudlong
	PI 6. Additional outputs*								
	No. of research-related awards (research conducted by faculty or student w/ faculty)								
MFO 4	EXTENSION SERVICES (10%)								

PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of	Director & IHK Faculty	2	7		5	5	5	5	DepEd-Leyte, DepEd-Ormoc, DepEd-Baybay, LGU-San Agustin, Bunga,
extension activities * PI 2. Number of trainees weighted by the length of training *	Director & IHK Faculty	20	172	 	5	5	5	5	Guadalupe, Pangasugan Internship-70, Field Study-64, LSK-38
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Director & IHK Faculty	1	1		5	5	5	5	Langoy sa Kaluwasan Externsion Project
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Director & IHK Faculty	95%	100%		5	5	5	5	Langoy sa Kaluwasan Externsion Project
PI 5. Number of technical/expert services *									
Research Mentoring/ Sports Trainer	Director & IHK Faculty	10	20		5	5	5	5	Varron, Cerna, Aberilla- Sports Coach, AR adviser, Dance Trainer, Sapan-AR Adviser, Maningo, Artiga, Limbo-Rivera, Tabudlong- Sports Coach, AR adviser, Cayetano- Sports Coach, AR adviser, Classical Music Trainer, Gula- Sports Coach, Practical Research
Peer reviewers/Panelists/ Coach	Director & IHK Faculty	10	10		5	5	5	5	AR- Limbo-Rivera, Tabudlong, Artiga, Maningo, Cayetano, Cerna, Varron, Bacolod, Gula, Cayetano
Resource Persons/ Coach of the diff. sports and dance events	Director & IHK Faculty	10	18		5	5	5	5	Cerna- Clerk ofcourse (BPEd), Maningo- LSK Resource Person, National Extension Conference Paper Presenter, Fun run for a cause resource speaker, Sapan-LSK Resource Person, Cayetano- Skills Enhancement Training, Artiga- Athletics Resource Person, all faculty

Convenor/Organizer	Director & IHK	10	20	5	5	5	5	Cerna-3 (Mr. and Ms. VSU, Pasigarbone
	Faculty							Mugna, Sayaw Hataw), Sapan(Dulang Pinoy), Cayetano (Goodwill Games, Sar Isidro Yourth Choir and Orchestra), Varron (Run for a Cause, Pasigarbong Mugna, School for the Arts Culmination, University Wellness Program), Tabudlong (Pinning Ceremony, ST Culmination, ST Orientation), Gula (Research Conference from GET International (National and International), Maningo (Run for a Cause), Artiga (Goodwill Games), Aberilla (Ugmadani), Mr.and Ms. VSU, Limbo-Rivera (Goodwill games, Fun Run for a cause)
Consultancy	Director & IHK Faculty	2	3	5		5 !	5 5	Limbo-Rivera (JHS), Cerna and Aberilla (Ugmadani Festival),
Evaluator	Director & IHK Faculty	2	19	5	Ę	5	5 5	Cayetano and Tabudlong- RQAT Technical Panel, Limbo-Rivera- ISO Internal Auditor, AACCUP Auditor, PRIDE Month, UISB Dance Festival) Cerna- 3 (Magsanga Festival, SLSU Idols, WLC PE Culmination), Gula UISB Song Festival, Varron- (Magsanga Festival, ATI Coconut Festival, UISB Dancsfest, VFES Literary Musical Competition, Ginoong Zeamais), Cayetano (Bahandog Production, Ms. Biliran), Aberilla- (Magsanga, RFOT 2023)
PI 8. Percent of extension proposals approved *	Director & IHK Faculty	5%	5%	5	5		5	LSK

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	PI 11. Additional outputs *]
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
MFO 5	Support to Operations								
	OVPI MFO 1. Faculty Development Services								
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Director & IHK Faculty	2	2	5	5	5	5	Mazo, Gatchalian
	OVPI MFO 2. Faculty Recruitment/Hiring Services								
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Director & IHK Faculty	9	10	5	5	5	5	Gula, Gorre, Palaran, Guy-a Dulce, Donayre, Catacutan,
	OVPI MFO 3. Faculty Evaluation Services								
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Director & IHK Faculty	1	3	5	5	5 5	5 5	Cayetano- Kumpas Seminar Conducting of Phil. National CSC Hymn, ASEAN Hymn, Biggest Loser Webinars
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Director & IHK Faculty	1	2	5	5	5 5	5 5	GET International and Nation Conference 2023
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Director & IHK Faculty	80%	100%	5	5	5	5 5	
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Director & IHK Faculty	1	2	5	5	5	5	Sports Clinic, Habi
	PI 7 : Additional outputs *								
	Number of faculty/staff awards/honors received related to operations support	Director & IHK Faculty	0	1	5	5	5	5 5	Aberilla-NCCA NSD Meritoire Performance Awards
	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								

MFO 6 General Admin. & Support Services (GASS)									
PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*									
PI 2. Zero percent complaint from clients served									
PI 3. Number of coaching sessions among faculty & staff**									
PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**									
PI 5. Number of monthly/special faculty & staff meetings conducted**		8							
PI 3: Additional Outputs									
Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies	Director & IHK Faculty	1	9		5	5	5	5	Annual Athletic Awards, Pasigarbong Mugna, Sports Camp, Recreation Program, Classical Chamber Music, Biggest Loser and Sandalphone, Dulang Pinoy, Team Building
Submit budget proposals of sports programs	Director & IHK Faculty	1	12		5	5	5	5	Budget Proposals for RSCUAA, Goodwill Games, Annual Athletic Awards, (Varron, Cayetano, Maningo, Tabudlong, Sapan,Artiga, Cerna, Aberilla, Bacolod, Limbo-Rivera)
Percentage of NCs received and acted	Director & IHK	0	100%		5	5	5	5	
Percentage of CAR received and acted	Director & IHK Faculty	0	100%		5	5	5	5	Syllabus-First Semester Ay 2022-2023
Total Over-all Rating					219	219	219	219	
Average Rating						0.1	4.97		
Adjectival Rating Comments and Recommendation for Development Purposes				L		Out	standing		

Received by: toni Marc L. Dargantes Planning Office Date: JUL 1 4 2023

Chairman, PMT Date:

Approved:

President
Date: UNL 25, 2023