College of Engineering and Technology
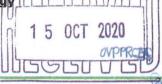Visca, Baybay City, Leyte, 6521-A
Telefax:
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Website: www.vsu.edu.ph

VISAYAS
STATE UNIVERSITY

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OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **ROBERTO C. GUARTE**, Dean of the College of Engineering and Technology, 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 to December 2020.

ROBERTO C. GUARTE
Professor and Dean
Date: As of June 2020

BEATRIZ S. BELONIAS
Professor III/VP for Acad. Affairs
Date: _____

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQ Total FTE (1x2   RDE Commitments***

Personnel	Min. FTE (2)		Research	Publication	Extension
Department Head	0	#REF!	0.0	0	0
Faculty w/ Univ. Designated Position	0	#REF!	0.0	0	0
Regular Faculty (VSL)*	0	#REF!	2.0	1	1
Regular Faculty (TLS)*	0	#REF!	0.0	0	0
Part time Faculty	0	#REF!	0.0	0	0
Admin Staff Members	0				
TA			2.0	1	1

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

* On vacation-sick-leave status. Ratio of Instruction and RDE commitmtents should 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	Consolidated Targets of all acad. departments*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2020	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
MFO 1	**ADVANCED EDUCATION SERVICES (20%)**										

MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment as of June 2020	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	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: *											4%
		a.	pursuing advanced research degree program (Ph.D) *	College Dean & Dept. Heads								
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	College Dean & Dept. Heads	100%							
		c.	producing technologies for commercialization or livelihood improvement	College Dean & Dept. Heads	100%							
		d.	whose research resulted in an extension program	College Dean & Dept. Heads								
	OVPI MFO 2. Graduate Student Management Services											
	PI 1: Percentage of graduate students enrolled in research degree programs *		College Dean & Dept. Heads									2%
	PI 2: Percentage of accredited graduate programs *		College Dean & Dept. Heads									2%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual % Accomplishment as of June 2020	Actual Details of Accomplishments	Rating Quality	Rating Efficiency	Rating Timeliness	Rating Average	Remark (Details of the targetted output indicators with **)	% weight
	PI 3: Number of graduate degree specializations offered and monitored *	College Dean & Dept. Heads	1	100%	1	5	5	5	5.0	MSAE	2%
	PI 4: Total FTE coordinated, implemented & monitored *	College Dean & Dept. Heads	16								2%
	PI 5: Percentage increase in number of graduate students enrolled *	College Dean & Dept. Heads									2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *	College Dean & Dept. Heads	50%	100%	50%	5	5	4	4.7		2%
	PI 7: Number of graduate students awarded with honors/distinction *	College Dean & Dept. Heads									2%
	PI 8: Number of graduate students advised *	College Dean & Dept. Heads									2%
	PI 9: Number of instructional materials developed *	College Dean & Dept. Heads									
	On-line ready courseware	College Dean & Dept. Heads									

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2020	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	Flexible instructional materials	College Dean & Dept. Heads									
	Assessment tools	College Dean & Dept. Heads									
	PI 10: Number of virtual classrooms created and operationalized	College Dean & Dept. Heads									
MFO 2	**HIGHER EDUCATION SERVICES (50%)**										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	College Dean, Dept. Heads, Faculty and Staff	61%	79%	48%	5	4	5	4.7	BSME Graduates (13 out of 27 passed); no licensure examination for BSABE, BSCE, BSGE due to COVID-19 Pandemic	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *	College Dean, Dept. Heads, Faculty and Staff	85%	113%	96.4%	5	5	5	5	in compliance with the minimum requirement	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	College Dean, Dept. Heads, Faculty and Staff	100%	100%	100%	5	5	5	5	BSAE, BSABE, BSCE, BSCS, BSGE, BSME, BSMet Students	2.5%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2020	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 4. Percentage of undergraduate programs with accreditations *	College Dean, Dept. Heads, Faculty and Staff	57%	117%	67%	5	5	5	5	BSAE, BSCE, BSGE, BSCS	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	College Dean, Dept. Heads, Faculty and Staff	1,522	149%	1136.46	5	5	5	5	761 for 2nd sem SY 19-20 and 791 for 1st sem SY 20-21	20%
	PI 8: Number of students advised: *										
	On thesis/ field practice/special problem	College Dean, Dept. Heads, Faculty and Staff	130	146%	190.00	5	5	5	5	BSABE, BSCE, BSCS, BSGE and BSME Graduates on June 2020	1%
	No. of approved manuscript submitted within prescribed period	College Dean, Dept. Heads, Faculty and Staff	100	183%	183.00	5	5	5	5	BSABE, BSCE, BSCS, BSGE and BSME Graduates on June 2020	1%
	On consultation	College Dean, Dept. Heads, Faculty and Staff	505	187%	943	5	5	5	5	BSABE, BSCE, BSCS, BSGE, BSME, and BSMet Students	0.5%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2020	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 9: Number of student organizations advised/ assisted *										
	Student organizations advised	College Dean, Dept. Heads, Faculty and Staff	8	100%	8	5	5	4	4.7	CET-SSC, PSABE, JPICE, CS^3, GEP-VSUSC, DOST-SS, JPSME, MetSoc ; Tarsier	1.25%
	Student organizations assisted on student related activities	College Dean, Dept. Heads, Faculty and Staff	7	114%	8	5	5	4	4.7	CET-SSC Week and Department-Based Organization activities	1.25%
	PI 10: Number of instructional materials developed *									Please see atached individual departments' OPCR	10%
	On-line ready courseware	College Dean, Dept. Heads, Faculty and Staff	76	67%	51	5	5	4	4.7		
	Flexible instructional materials	College Dean, Dept. Heads, Faculty and Staff	69	61%	42	5	5	4	4.7		

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2020	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	Assessment tools	College Dean, Dept. Heads, Faculty and Staff	140	132%	185	5	5	5	5		
	PI 10: Number of virtual classrooms created and operationalized	College Dean, Dept. Heads, Faculty and Staff	69	88%	61	5	5	4	4.7		
	PI 11: Additional Outputs	College Dean, Dept. Heads, Faculty and Staff									
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 *	College Dean, Dept. Heads, Faculty and Staff	2	150%	3	5	5	5	5	Please see atached individual departments' OPCR	2%
	PI 2. Number of research outputs completed within the year *	College Dean, Dept. Heads, Faculty and Staff	3	167%	5	5	5	5	5	Please see atached individual departments' OPCR	2%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2020	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year *		1							Time for drafting the publication of the faculty was overtaken in developing instructional materials for flexible learning due to COVID 19 Pandemic	
	In refereed int'l journals	College Dean, Dept. Heads, Faculty and Staff	3	167%	5	5	5	5	5	JJABarrera, MAJBRegis; DABE-Characterization of Charcoal Produced from Different Pyrolyzing Techniques; Effectiveness of Coconut Fiber Geotextile and Vetiver Grass as Bio-Engineering Technique in Mitigating Soil Erosion Alon Bato-Bontoc Road by John Christian L. Gaviola, Bien Lio G. Borong, Shiela Mae R. Cuatanda and Epifania G. Loreto - International Journal of Engineering Applied Sciences and Technology, 2020 Bol. 5, issue 1, ISSN No 2455-2143	1.50%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2020	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	In refereed nat'l/regional journals	College Dean, Dept. Heads, Faculty and Staff	1	100%	1	5	5	5	5	Study on Implementation of a Campus Bike Sharing Program as a Sustainable Transport: Case of Visayas State University by Ana Christy Andrin, Jazzy Gutierrez, Butch Oca, and Hanzel N. Mejia - Philippine Transporation Journal Vol. 3, No.1;	0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *										
	In int'l fora/conferences	College Dean, Dept. Heads, Faculty and Staff		300%	3					(1)Assessment of Groundwater Nitrate Concentration in the Island Municipality of Panglao, Bohol, Philippines; (2)Characterization of Charcoal Produced from Different Pyrolyzing Techniques; (3) Comparative Analysis of Methods in Determining Soil Consistency Limits	1.50%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2020	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	In nat'l/regional fora/conferences	College Dean, Dept. Heads, Faculty and Staff	5							No research outputs were presented due to COVID-19 Pandemic	0.50%
	PI 5. Percent of research proposals approved *	College Dean, Dept. Heads, Faculty and Staff	133%	113%	150%	5	5	4	4.7	DCST research proposals	0.5%
	PI 6. Additional outputs *										
	No. of research-related awards (research conducted by faculty or student w/ faculty)	Dean & Dept. Heads		300%	3	5	5	5	5	1 - GMSARN Journal 2 - Sustainable Cities and Society	1.50%
MFO 4	**EXTENSION SERVICES (10%)**										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	College Dean, Dept. Heads, Faculty and Staff	3	167%	5	5	5	5	5	DGE, DMet and DCST	2.0%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2020	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 2. Number of trainees weighted by the length of training *	College Dean, Dept. Heads, Faculty and Staff	315	281%	886	5	5	5	5	DGE and DCST trainings	2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	College Dean, Dept. Heads, Faculty and Staff	2	200%	4	5	5	5	5	DCE, DCST and DGE- Capacitating the VSU Satellite Campuses and Selected Local Government Units in Disaster Risk Assessment Using GIS and Baybay City's Water- Invoked Hazard-Prone Household Identification, Mitigation and Emergency Response	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*	College Dean, Dept. Heads, Faculty and Staff	95%	105%	100%	5	5	5	5	DCST and DGE Trainings	1%
	PI 5. Number of technical/expert services *	College Dean, Dept. Heads, Faculty and Staff									1%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2020	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	Research Mentoring		2	50%	1	5	5	4	4.7	Allen Glen C Gil's Research study	
	Peer reviewers/Panelists		2								
	Resource Persons		7	129%	9	5	5	4	4.7	Collegewide Seminar on Engineering and Technology Issues Aligned to Industry 4.0 and Capability Building on Land Use Development and Infrastructure Planning Training-workshop: Phase 2 (The training was held January 27-31, 2020 with at least 25 participants from extrernal campuses and VSU Main Campus)	
	Convenor/Organizer		2	50%	1	5	5	4	4.7	Collegewide Seminar on Engineering and Technology Issues Aligned to Industry 4.0	
	Consultancy		3							Not pursued due to travel ban caused by COVID 19 Pandemic	
	Evaluator		1							Not pursued due to travel ban caused by COVID 19 Pandemic	

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual % Accomplishment as of June 2020	Actual Details of Accomplishments	Rating Quality	Rating Efficiency	Rating Timeliness	Rating Average	Remark (Details of the targetted output indicators with **)	% weight
	PI 8. Percent of extension proposals approved	College Dean, Dept. Heads, Faculty and Staff	2	50%	1	5	5	4	4.7	DCST	0.5%
	PI 11. Additional outputs *	College Dean, Dept. Heads, Faculty and Staff	1								
	No. of extension-related awards (extn. conducted by faculty or student & faculty)										1.5%
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 *	College Dean, Dept. Heads, Faculty and Staff	5	100%	5	5	5	5	5.0	JCBEncure, FFMorales	#####
	PI 1.1: Number of faculty pursuing advanced research degree programs (MS) facilitated, monitored and assisted *	College Dean, Dept. Heads, Faculty and Staff	7	100%	7	5	5	5	5.0	APDC, ECC, MJEM, AVB, JPB, RGP,JNJ	

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2020	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 1.2: Number of faculty who finished advanced degree program on time	College Dean, Dept. Heads, Faculty and Staff	2	100%	2	5	5	5	5.0	DME-RGPaña; DGE-JCBencure	
	PI : Number of faculty granted with external scholarships	College Dean, Dept. Heads, Faculty and Staff	3	200%	6	5	5	5	5.0	Prof. Bencure, Prof. Morales and Engr. Mercurio; JPB, RGP,JNJ	
	PI 3: Number of faculty granted with internal fellowship grants	College Dean, Dept. Heads, Faculty and Staff	2	150%	3	5	5	5	5.0	Prof. Bencure and Prof. Morales; AVB	
	PI 4: Number of faculty granted with sabbatical leave	College Dean, Dept. Heads, Faculty and Staff									
	PI 5: Number of faculty sent for trainings, seminars, conferences	College Dean, Dept. Heads, Faculty and Staff									
OVPI MFO 2. Faculty Recruitment/Hiring Services											

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2020	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	College Dean, Dept. Heads, Faculty and Staff	7	71%	5	5	5	4	4.7	2 part-timers and 3 substitute insttructors hired in DCST; Effectivity of DCE newly hired faculty will be 1st Semester AY 2020-2021	####
OVPI MFO 3. Faculty Evaluation Services											
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	College Dean, Dept. Heads, Faculty and Staff	2							No face to face activity due to COVID-19 Pandemic	0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	College Dean, Dept. Heads, Faculty and Staff	5							No face to face activity due to COVID-19 Pandemic	0.25%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	College Dean, Dept. Heads, Faculty and Staff	89%	112%	100%	5	5	5	5.0		0.75%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual % Accomplishment as of June 2020	Actual Details of Accomplishments	Rating Quality	Rating Efficiency	Rating Timeliness	Rating Average	Remark (Details of the targetted output indicators with **)	% weight
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted/attended *	College Dean, Dept. Heads, Faculty and Staff	17	18%	3	5	4	4	4.3	Collegewide Seminar on Engineering and Technology Issues Aligned to Industry 4.0; R Programming and Machine Learning	0.25%
	PI 7 : Additional outputs										
	Number of faculty/staff awards/honors received related to operations support	College Dean & Dept.									0.25%
OVPI MFO 4. Program and Institutional Accreditation Services											
	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	College Dean, Dept. Heads, Faculty and Staff	100%	100%	100%	5	5	5	5.0	Zero non-conformity (No NC)	2.50%
MFO 6	General Admin. & Support Services (GASS)										
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC	College Dean, Dept. Heads, and Staff	100%	100%	100%	5	5	5	5.0	Submitted on of before deadline set by the BAC	1%
	PI 2. Zero percent complaint from clients served	All faculty & staff	0%	0%	0%	5	5	5	5.0		2%
	PI 3. Number of coaching sessions among department heads, faculty & staff ***	Dean and Dept. Heads	29	93%	27	5	5	4	4.7		

MFO No.	Success/Performance Indicator (PI)	Units/Pers ons Responsi ble	Consolidat ed Targets of all acad. departmen ts*	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accom-plishmen t as of June 2020	Details of Accom-plishmen ts	Quality	Efficiency	Timeliness	Average		
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of College/department	Dean and Dept. Heads	20	110%	22	5	5	5	5.0		
	PI 5. Number of regular executive committee meetings conducted ***	Dean and Dept. Heads	32	84%	27	5	5	4	4.7	Conducted two (2) Collegewide Meetings (Jan and June) and five (5) ManCom Meetings (3 regular and 2 special) and departments meeting	
	PI 6: Additional Outputs										
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies *	Deans & Dept. Heads			4	5	5	5	5.0	OBE-Syllabus and Modules, 5S Practices, Record Management, ISO-based Forms	2%
Total Over-all Rating						219.333					
Average Rating						4.9					
Adjectival Rating						Outstanding					

Received by:

DILBERTO O. FERRAREN
Planning Office
Date: _____

Calibrated by:

REMBERTO A. PATINDOL
Chairman, PMT
Date: _____

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Acad. Affairs
Date:

Approved:

EDGARDO E. TULIN
President
Date: