

	a.	pursuing advanced research degree program (Ph.D) *		2	2.00		4	4	4	4		
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		7	10.00		5	5	5	5		
	c.	producing technologies for commercialization or livelihood improvement		1	1.00		4	4	4	4		
	d.	whose research resulted in an extension program		1	1.00		4	4	4	4		
OVPI MFO 2. Graduate Student Management Services												
	PI 1: Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty	50.00%	100.00%		5	5	5	5		
	PI 2: Percentage of accredited graduate programs *		Dept. Head & Faculty	50.00%	100.00%		5	5	5	5	AACUP	
	PI 3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty	2	2.00		4	4	4	4		
	PI 4: Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty	40	28.66		4	4	4	4		
	PI 5: Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty	5.00%	5.00%		5	5	5	5		
	PI 6: Percentage increase in number of students who graduated within prescribed period *		Dept. Head & Faculty	1%	2.00%		5	5	5	5		
	PI 7: Number of graduate students awarded with honors/distinction *		Dept. Head & Faculty	1	3.00		5	5	5	5		
	PI 8: Number of graduate students advised *		Dept. Head & Faculty	32	32.00		4	4	4	4		
	PI 9: Number of instructional materials developed *		Dept. Head & Faculty									
	On-line ready courseware		Faculty		5.00		5	5	5	5		
	Flexible instructional materials		Faculty		5.00		5	5	5	5		
	Assessment tools		Faculty		5		5	5	5	5		

	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty		5		5	5	5	5		
MFO 2	HIGHER EDUCATION SERVICES (50%)											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		Dept. Head & Faculty	60%								
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	82%								
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		Dept. Head & Faculty									
	PI 4. Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty	BSA- 100%	100%		5	5	5	5		
	PI 5: Total FTE, coordinated, implemented and monitored *		Dept. Head & Faculty	250	267.92		5	5	5	5		
	PI 8: Number of students advised: *		Dept. Head & Faculty									
	On thesis/ field practice/special problem			80	120.00		5	5	5	5		
	No. of approved manuscript submitted within prescribed period			40.00	8.00		4	4	4	4		
	On consultation			100	120.00		5	5	5	5		
	PI 9: Number of student organizations advised/ assisted *		Dept. Head & Faculty	1	1.00		4	4	4	4		
	Student organizations advised			1	1.00		4	4	4	4		
	Student organizations assisted on student related activities			1	1.00		4	4	4	4		
	PI 10: Number of instructional materials developed *		Dept. Head & Faculty									
	On-line ready courseware		Faculty		7.00		5	5	5	5		
	Flexible instructional materials		Faculty		7.00		5	5	5	5		

[illegible]

	PI 11. Additional outputs *		Dept. Head & Faculty				5	5	5	5	VSU flower and garden show	
	*Flower and Garden Show			1	1		4	4	4	4		
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 *		Dept. Head & Faculty	3	2.00		4	4	4	4	ADValida; BEBancale; RDTroyo	
	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	2	2.00		4	4	4	4	Part- Time and Regular	
	OVPI MFO 3. Faculty Evaluation Services											
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *		Dept. Head & Faculty									
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *		Dept. Head & Faculty									
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *		Dept. Head & Faculty	100%			5	5	5	5		
	PI 6 : Number of in-house seminars/trainings/ workshops/reviews conducted *		Dept. Head & Faculty									
	PI 7 : Additional outputs *		Dept. Head & 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				5	5	5	5	Zero non-conformity (No NC)	
MFO 6	General Admin. & Support Services (GASS)											
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	4	5.00		5	5	5	5		

	PI 2. Zero percent complaint from clients served		Dept. Head & all faculty & staff	0	0.00%		5	5	5	5		
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	2	3.00		5	5	5	5		
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	4	2.00		4	4	4	4		
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	7	6.00		4	4	4	4		
	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							250.000					
Average Rating							4.237					
Adjectival Rating												

Received by:

TONI MARC L. DARGANTES

Planning Office

Date: **JUL 05 2023**

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT

Date: **JUL 05 2023**

Approved:

EDGARDO E. TULIN

President

Date: **July 7, 2023**

Comments & Recommendations
for Development purposes

- * 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