VISAYAS STATE UNIVERSITY

DEPARTMENT OF GEODETIC ENGINEERING
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OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **JANNET C. BENCURE**, Head of the Department of **GEODETIC ENGINEERING**, 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 - December 2021**.

JANNET C. BENCURE
Department Head
Date: _June 30, 2021_

ROBERTO C. GUARTE
College Dean
Date: _June 30, 2021_

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):

Personnel	Number	Min. FTE (2)	Total FTE (1x2)	RDE Commitments*** Research	Publication	Extension
Department Head	1	8	8.0	0.0	0	0
Faculty w/ Univ. Designated Position	-	0		0.0	0	0
Regular Faculty (VSL)*	2	12	24.0	1.0	1	1
Regular Faculty (TLS)*	7	18	126.0	0.0	0	0
Part time Faculty	-	0	0.0	0.0	0	0
Admin Staff Members	2	0				
L:			158	1.0	1	1

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

Note:
* 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	Department Target	Actual Accomplishments % Accomplishment as of June 2021	Details of Accomplishments	Rating Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight
MFO 1	**ADVANCED EDUCATION SERVICES (20%)**										
	OVPAA MFO 1. Graduate Degree Program Management Services										

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accom-plishment as of June 2021	Details of Accom-plishments	Quality	Efficiency	Timeliness	Average		
	1	**PI 1.** Percentage of graduate school faculty engaged in research work applied in any of the following:	Dept. Head & Faculty									4%
		a. pursuing advanced research degree program (Ph.D) *										
		b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)										
		c. producing technologies for commercialization or livelihood improvement										
		d. whose research resulted in an extension program										
		OVPAA MFO 2. Graduate Student Management Services										
		PI 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty									2%
		PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty									2%
		PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty									2%
		PI 4: Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty									2%
		PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty									2%
		PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty									2%
		PI 7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty									2%
		PI 8: Number of graduate students advised *	Dept. Head & Faculty									2%
		PI 9: Number of instructional materials developed *	Dept. Head & Faculty									
		On-line ready courseware										

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment as of June 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	Flexible instructional materials										
	Assessment tools										
	PI 10: Number of virtual classrooms created and operationalized										
MFO 2	**HIGHER EDUCATION SERVICES (50%)**										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	61%							None yet (possible month for licensure exam would be October 2021)	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	85%	100%	100%	5.0	5.0	5.0	5.0	the 2019 graduates were all employed based on the tracer	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100%	100%	100%	5.0	5.0	5.0	5.0	with Certificate of Program Compliance (COPC) for BSGE Levels I-V effective A.Y. 2016-2017	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100%	100%	100%	5.0	5.0	5.0	5.0	BSGE (Level II AACCUP Accredited on the year 2018, Level I AACCUP Accredited on the year 2015)	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	300	80%	239.30	5	5	4	4.7	JCB-16.85; JJLR-35.75; FFM-38.45; MJE-26.80; ECC-20.50; JPNA-41.50; WPA-46.00; ABL-10.75; MLBT-2.70	20%
	PI 8: Number of students advised: *	Dept. Head & Faculty									
	On thesis/ field practice/special problem	Dept. Head & Faculty	20	55%	11	5.0	5.0	4.0	4.7	Field Practice Manuscript and Special Study Manuscript	1%
	No. of approved manuscript submitted within prescribed period	Dept. Head & Faculty	10	20%	2	5.0	5.0	4.0	4.7	OJT Manuscript- Elan, F Jr., Menorias, MA	1%
	On consultation	Dept. Head & Faculty	90	374%	337	5.0	5.0	4.0	4.7	JCB-56;FFM-20;GLSS-100;JJLR-22;ECC-12;MJEM-20;WPA-15;	0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty									
	Student organizations advised	Dept. Head & Faculty	2	150%	3	5.0	5.0	4.0	4.7	CET-SSC, DOST, GEP-VSUSC	1.25%

MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment as of June 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	Student organizations assisted on student related activities		Dept. Head & Faculty	2								1.25%
	PI 10: Number of instructional materials developed *		Dept. Head & Faculty									10%
	On-line ready courseware		Dept. Head & Faculty	15	167%	25	5.0	5.0	4.0	4.7	Subjects in 2nd Semester AY 2020-21 including the remaining lessons in 1st Semester AY 2020-21	
	Flexible instructional materials		Dept. Head & Faculty	15	247%	37	5.0	5.0	4.0	4.7	Subjects from the 2nd Sem A.Y. 2020-21 and 1st Sem A.Y. 2020-	
	Assessment tools		Dept. Head & Faculty	75	99%	74	5.0	4.0	4.0	4.3	Exams and quizzess for the subjects of 1st and 2nd Sem A.Y	
	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	15	127%	19	5.0	5.0	5.0	5.0	GEng 114, GEng 136, GEng 128a, GEng 128b, GEng 112, ESci 121n, GEng 146, GEng 131n, GEng 162, GEng 138, GEng 158, GEng 135e, GEng 122n, GEng 126n, GEng 133c, Geng 142n, GEng 124n, GEng 199, GEng 138	
	PI 11: Additional Outputs		Dept. Head & Faculty									
	Other outputs implementing the new normal due to Covid-19					1	5.0	5.0	4.0	4.7	Establishment of online Platform Student Consultation Form	
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 *		DCGM	1	100%	1	4.0	4.0	4.0	4.0	Utilized by students in GEng 147 Class (1st Sem A.Y 2020-2021)	2%
	PI 2. Number of research outputs completed within the year *		DCGM & GLSS	2								2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *		Dept. Head & Faculty									
	In refereed int'l journals					3	5.0	5.0	5.0	5.0	1)MDPI Journal 2) Frontiers in Sustainability Journal 3) International Journal of Housing	1.50%
	In refereed nat'l/regional journals		DCGM	1								0.50%

MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment as of June 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *		Dept. Head & Faculty									
	In int'l fora/conferences		Dept. Head & Faculty									1.50%
	In nat'l/regional fora/conferences		Dept. Head & Faculty									0.50%
	PI 5. Percent of research proposals approved *		Dept. Head & Faculty	100%	100%	100%	5.0	5.0	5.0	5.0	Field-based high-throughput phenotyping (FB-HTP) and pest	0.5%
	PI 6. Additional outputs*		Dept. Head & Faculty									
	No. of journal articles/scienctific paper received and reviewed as peer-reviewer		Dept. Head & Faculty			1	5.0	5.0	5.0	5.0	Sustainable Cities & Society Journal	
	No. of research-related awards (research conducted by faculty or student w/ faculty)		Dept. Head & Faculty									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 *		Dept. Head & Faculty	1	100%	1	5.0	5.0	4.0	4.7	MOA with Baybay LGU on the Climate & Disaster Risk Assessment (CDRA)	2.0%
	PI 2. Number of trainees weighted by the length of training *		Dept. Head & Faculty	25	60%	15	5.0	5.0	5.0	5.0	Training on the operability of GPS receivers with GSD personnel	2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *		Dept. Head & Faculty	1	200%	2	5.0	5.0	5.0	5.0	1) "Baybay City's Water-Invoked Hazard-Prone household	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	90%								1%
	PI 5. Number of technical/expert services *		Dept. Head & Faculty									1%
	Research Mentoring		Dept. Head & Faculty									
	Peer reviewers/Panelists		Dept. Head & Faculty			1	5.0	5.0	5.0	5.0	Sustainable Cities & Society Journal	
	Resource Persons		Dept. Head & Faculty			1	5.0	5.0	5.0	5.0	GEP REgional Convention	
	Convenor/Organizer		Dept. Head & Faculty									
	Consultancy		Dept. Head & Faculty									

MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment as of June 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	Evaluator		Dept. Head & Faculty									
	PI 8. Percent of extension proposals approved *		Dept. Head & Faculty									0.5%
	PI 11. Additional outputs *		Dept. Head & Faculty									
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *											1.5%
MFO 5	**Support to Operations**											
	OVPAA MFO 1. Faculty Development Services											
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *		Dept. Head			1	5.0	5.0	4.0	4.7	Prof. Morales at TUM	0.625%
		PI 1.1 Number of faculty pursuing advanced research degree programs (MS) facilitated, monitored and assisted	Dept. Head	2	200%	4	5.0	5.0	5.0	5.0	MS Degree - Engr. Doñoz and Engr. Sobrio, Engr. Colubio at UP Diliman; Engr. Alfeche at CIT	
		PI 1.2 Number of faculty who finished advanced degree programs on time	Dept. Head & Faculty									
	PI 2: Number of faculty granted with external scholarships		Dept. Head & Faculty									
	PI 3: Number of faculty granted with internal fellowship grants		Dept. Head & Faculty			3	5.0	5.0	4.0	4.7	Engr. Glenda Loraine S. Sobrio (started March 2021) Engr. Rex R. Doñoz (started August 2020) Prof. Morales (October 2017-February 2021)	
	PI 4: Number of faculty granted with sabbatical leave		Dept. Head & Faculty									
	PI 5: Number of faculty sent for trainings, seminars, conferences		Dept. Head & Faculty	4								
	OVPAA 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									0.125%
	OVPAA MFO 3. Faculty Evaluation Services											
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *		Dept. Head & Faculty									0.25%

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					% Accomplishment as of June 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *		Dept. Head & Faculty									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%	100%	5.0	5.0	5.0	5.0	Based on the TPES Summary of Rating during the 1st Sem AY 2020-2021 4 out of 8 are Outstanding and the remaining 4 are Very Satisfactory	0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *		Dept. Head & Faculty	1	100%	1	5.0	5.0	4.0	4.7	Workshop on Open Broadcaster Software among DGE Faculty	0.25%
	PI 7 : Additional outputs *											
	Number of faculty/staff awards/honors received related to operations support		Dept. Head & Faculty									0.25%
	OVPAA 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	100%	100%	100%	5.0	5.0	5.0	5.0	No NCs during the ISO 1st Survey Visit on February 2021	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*		Dept. Head	1	500%	5	5.0	5.0	4.0	4.7	Based on the online platform (sppmis website) there are 4 original ppmp approved and accepted and 1 supplemental	1%
	PI 2. Zero percent complaint from clients served		Dept. Head & all faculty & staff	Zero Complaint	0%	Zero Complaint	5.0	5.0	5.0	5.0	No complaint received from Jan-June 2021	2%
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	1	100%	1	5.0	5.0	5.0	5.0	Engr. Wilmar P. Alfeche	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	1	100%	1	5.0	5.0	5.0	5.0	During an Emergency Meeting last May 11, 2021	
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	12	67%	8	5.0	5.0	5.0	5.0	Regular and Emergency Meetings	
	PI 3: Additional Outputs		Dept. Head & all faculty & staff									

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					% Accomplishment as of June 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *											2%
Total Over-all Rating							159.000					
Average Rating					1.32%		4.818					
Adjectival Rating							Outstanding					

Faculty members: JPNA- James Philip N. Ancheta, JCB- Jannet C. Bencure, ECC- Eulalio C. Colubio, Jr., RRD- Rex R. Doñoz, DCGM- Diana Christa G. Milloza, JJLR - Juztine Jane L. Rebuyas, GLSS- Glenda Loraine S. Sobrio

Faculty on Study Leave: FFM - Florentino F. Morales, Jr., MJEM - Martin Jan E. Mercurio

Received by:

DANIEL LESLIE S. TAN
Director for Planning
Date: JUL 2 2 2021

Calibrated by:

REMBERTO A. PATINDOL
Chairman, PMT
Date: 7/15/21

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Acad. Affairs
Date: 7/15/2021

Approved:

EDGARDO E. TULIN
President
Date: _____

* 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