



**VISAYAS**  
STATE UNIVERSITY



**INSTITUTE FOR STRATEGIC  
RESEARCH AND DEVELOPMENT  
STUDIES**

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I, Lilian B. Nuñez, Director, Institute for Strategic Research and Development Studies, 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 2020.

**LILIAN B. NUNEZ**

Director

Date: July 14, 2020

**MOISES NEIL V. SERINO**

College Dean

Date: Jan. 20, 2021

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)	RDE Commitments***		
				Research	Publication	Extension
Director	1	8	8.0	1.0	1	1
Faculty w/ Univ. Designated Position	1	8	8.0	1.0	0	0
Regular Faculty (VSL)*	3	5	15.0	0.0	1	3
Regular Faculty (TLS)*	0	0	0.0	0.0	0	0
Research & Extension Staff Members (permanent)	4	0	0.0	0.0	0	0
Administrative Staff Members	4	0	0.0	0.0	0	1
<b>TOTAL:</b>	<b>13</b>	<b>21</b>	<b>31</b>	<b>2.0</b>	<b>2</b>	<b>5</b>

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

Note:

\* On vacation-sick-leave status. Ratio of Instruction and RDE commitments should be 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		Rating				Remark (Details of the targetted output indicators with **)
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
MFO 1		ADVANCED EDUCATION SERVICES (20%)									$(4.5 + 5) / 2 = 4.75$

OVPI MFO 1. Graduate Degree Program Management Services											(5)
1	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:										
	a.	pursuing advanced research degree program (Ph.D) *		MATWT	20%	1 (100%)	Effective Sept. 2020	5	5	5	5
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		LBN/MATWT	50%	2 (100%)		5	5	5	5
	c.	producing technologies for commercialization or livelihood improvement									
	d.	whose research resulted in an extension program		LBN/MATW	30%	2 (100%)		5	5	5	5
OVPI MFO 2. Graduate Student Management Services											(4.5)
PI 1: Percentage of graduate students enrolled in research degree programs *											
PI 2: Percentage of accredited graduate programs *											
PI 3: Number of graduate degree specializations offered and monitored *											
PI 4: Total FTE coordinated, implemented & monitored*											
PI 5: Percentage increase in number of graduate students enrolled *											
PI 6: Percentage increase in number of students who graduated within prescribed period *											
PI 7: Number of graduate students awarded with honors/distinction *											
PI 8: Number of graduate students advised *											
PI 9: Number of instructional materials developed *											



	On-line ready courseware		Faculty	4	6 (150%)		5	5	5	5	2nd sem: LAM231; 1st sem: MSDS (5 courses)
	Flexible instructional materials		Faculty	4	6 (150%)		5	5	5	5	2nd sem: LAM231; 1st sem: MSDS (5 courses)
	Assessment tools		Faculty	4	13 (325%)		5	5	5	5	MATabada: 2 CEGalgo: 6 GADemina: 5
	PI 10: Number of virtual classrooms created and operationalized		Faculty	3	6 (200%)	LAM231; DSOC (5)	5	5	5	5	
MFO 2	HIGHER EDUCATION SERVICES (50%)										4.93
	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 *		Faculty	20.65	20.65 (100%)		9.5	9.5	9.5	9.5	
	PI 8: Number of students advised: *										
	On thesis/ field practice/special problem										
	No. of approved manuscript submitted within prescribed period										
	On consultation		Faculty	5	40 (800%)		5	5	5	5	
	PI 9: Number of student organizations advised/ assisted *										
	Student organizations advised										
	Student organizations assisted on student related activities										
	PI 10: Number of instructional materials developed *										
	On-line ready courseware		Faculty	2	4 (200%)		5	5	5	5	Scio11; Socio11; Entre11 (2)

	Flexible instructional materials	Faculty	2	15 (750%)		5	5	5	5	CRG: 6; GAD: 7; LBN: 2
	Assessment tools	Faculty	2	26 (1300%)		5	5	5	5	
	PI 10: Number of virtual classrooms created and operationalized	Faculty	2	4 (200%)		5	5	5	5	Scio11; Socio11; Entre11 (2)
	PI 11: Additional Outputs (flexible instructional materials and assessment tools for 2 senior high school subjects)	Faculty	4	22 (600%)		5	5	5	5	IMs: PR2 (7) & DIASS (4) = 11 Assessment tools: DIASS = 11
MFO 3	RESEARCH SERVICES (10%)									3.0
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Faculty	2	50%		3	3	3	3	SAG project
	PI 2. Number of research outputs completed within the year *	Faculty	3	6 (200%)		5	5	5	5	MATWTabada: 5 LBNunez-1
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *									
	In refereed int'l journals	Faculty	2	0%		1	1	1	1	In progress
	In refereed nat'l/regional journals									
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *									
	In int'l fora/conferences		3	3 (100%)		5	5	5	5	SAG: 1 BIDANI-BMIS: 1
	In nat'l/regional fora/conferences	Faculty	3	1 (33%)		3	3	3	3	Gender: 1
	PI 5. Percent of research proposals approved *	Faculty	50%	0%		1	1	1	1	
	PI 6. Additional outputs*									
	No. of research-related awards (research conducted by faculty or student w/ faculty)									
MFO 4	EXTENSION SERVICES (10%)									4.83
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension	Faculty & Staff	11	26 (236%)		5	5	5	5	BMIS-4; PNEA-4; BIDA-9: NRC-1, etc.
	PI 2. Number of trainees weighted by the length of training *	Faculty & Staff	61	378 (107 M & 271 F)		5	5	5	5	BDC & BIDANI

#REF!



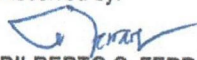
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Faculty & Staff	5	5 (100%)		4.5	4.5	4.5	4.5	MAGPANGUAPA; BIDANI; BDC: NRC
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Faculty & Staff	80%	90%		5	5	5	5	
	<b>PI 5.</b> Number of technical/expert services *									
	Research Mentoring									
	Peer reviewers/Panelists			6 (100%)		5	5	5	5	LBNunez: 2; MATabada: 4
	Resource Persons	Faculty & staff	4	12 (300%)		5	5	5	5	GADelima: 3 MATWT: 9
	Convenor/Organizer			1 (100%)		5	5	5	5	GADelima (BDC training)
	Consultancy									
	Evaluator	Faculty	2	5 (250%)		5	5	5	5	LBNunez: 1; MATabada: 4
	<b>PI 8.</b> Percent of extension proposals approved *	Faculty & Staff	1	1 (100%)		4	4	4	4	Leadership for Resilient LGU Program with LGU Ormoc and National Resilience Council (with MOA signed October 30, 2020)
	<b>PI 11.</b> Additional outputs *									
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *									
<b>MFO 5</b>	<b>Support to Operations</b>									3.87
	<b>OVPI MFO 1. Faculty Development Services</b>									
	<b>PI 1:</b> Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	MATWTabada	1	100%		5	5	5	5	Effectivity: Sept. 1, 2020
	<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>									
	<b>PI 2:</b> Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Faculty	2	100%		5	5	5	5	GAD & CRG (Jan. 19, 2020)

<b>OVPI MFO 3. Faculty Evaluation Services</b>									
<b>PI 3:</b> Number of seminars/trainings/ conventions/workshops coordinated for entire university *									
<b>PI 4:</b> Number of seminars/trainings/ conventions/workshops coordinated outside of the university *									
<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Faculty	80%		c/o OVPI					
<b>PI 6:</b> Number of in-house seminars/trainings/ workshops/reviews conducted *	Faculty & staff	1	0%		1	1	1	1	
<b>PI 7:</b> Additional outputs *									
Number of faculty/staff awards/honors received related to operations support									
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
<b>PI 8:</b> 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*	Faculty & staff	90%	90%		4.5	4.5	4.5	4.5	
<b>MFO 6 General Admin. &amp; Support Services (GASS)</b>									
<b>PI 1.</b> Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Faculty & staff	5	5 (100%)		5	5	5	5	5 Extension projects
<b>PI 2.</b> Zero percent complaint from clients served			0%		5	5	5	5	
<b>PI 3.</b> Number of coaching sessions among faculty & staff**	Faculty & staff	20	10 (50%)		3	3	3	3	
<b>PI 4.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Faculty & staff	2	1 (50%)		3	3	3	3	
<b>PI 5.</b> Number of monthly/special faculty & staff meetings conducted**	Faculty & staff	12	12 (100%)		5	5	5	5	




	PI 3: Additional Outputs										
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *										
Total Over-all Rating									25.58		
Average Rating						0.48%			4.26		
Adjectival Rating									VS		


Received by:

  
DILBERTO O. FERRAREN  
 VP, RGEA  
 Date: \_\_\_\_\_

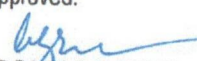
Calibrated by:

  
REMBERTO A. PATINDOL  
 Chairman, PMT  
 Date: \_\_\_\_\_

Recommending Approval:

  
BEATRIZ S. BELONIAS  
 Vice Pres. for Instruction  
 Date: 1/25/24

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