



"Exhibit A"

Visayas State Unive

College of Management and Econo

Institute for Strategic Research & Development Studies

Visca, Baybay City, 6521-A, Leyte, Philipp

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **MARIA AURORA T.W. TABADA**, Director of the Institute for Strategic Research and Development Studies, commits to deliver and agree to be rated on the attainment c following targets with accomplishments in accordance with the indicated measures for the period July to December 2019.

Intabada

MARIA AURORA T.W. TABADA

Director

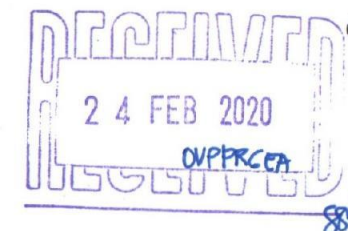
Date: _____

ANALITA A. S
Dear

ANALITA A. SALABAO

Dear

Date: _____



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

PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):					RDE Commitments***	
Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)	Research	Publication	Extension
Department Head	1	4	4.0	1.0	1	1
Faculty w/ Univ. Designated Position	1	2.5	2.5	1.0	1	1
Regular Faculty (VSL)*	2	12	24.0	1.0	1	2
Regular Faculty (TLS)*						
Part time Faculty		actual				
Admin Staff Members	6					
TOTAL:	10		30.5	3.0	3	4

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

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 see Performance Indicators under Research (UMFO 3) and extension (UMFO 4))

MFO No.	MFO Description	Success Indicator (PI)	Units/Persons Responsible	Target (July- Dec.)	Actual Accomplish-ments	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO 1.	ADVANCED EDUCATION SERVICES									
	OVPI MFO 1. Graduate Degree Program Management Services									

	PI 1: Number of graduate degree specializations offered and monitored	ISRDS Faculty	4.00	4.00	4	5	4	4.33	MS DevSoc D/M/MS LAI
	PI 2: Total FTE monitored	ISRDS Faculty	2.00	8.50	5	5	5	5.00	MS DevSoc courses: D 232, DSOC 235, DSOC 244, DSOC 208, 211, DSOC 299, DSOC 300, LAM W11, LAM 223 235
	OVPI MFO 2. Graduate Student Management Services								
	PI 2: Percentage of graduate students advised who rated the adviser/GAC member at least very satisfactory	ISRDS Faculty	90%	100%	5	4	4	4.33	
	PI 3: Percentage of graduate school faculty engaged in research work applied in any of the following:								
	a. Pursuing advanced research degree program							0.00	
	b. Actively pursuing in the last three years (investigative research, basic and applied scientific research, policy research, social science research)	BBD LBN MATWT	75%	75%	5	5	4	4.67	(1) SAG Scoping Study; Localizing Industrial Development Planning for Creation, Resiliency and Inclusive Growth (Phase 3). Preparation of Tender Documents for the Formulation of a Master Plan of the Leyte Ecological Zone (LEIZ)
	c. Producing technologies for commercialization or livelihood improvement								
	d. whose research work resulted in an extension program	BBD LBN MATWT	75%	75%	4	4	5	4.33	(1) DAP Program on ALI; EST; (2) SAG Scoping Study (technical assistance), e
				Total n			5	22.67	
UMFO 2.	HIGHER EDUCATION SERVICES								
	OVPI MFO 1. Curriculum Program Management Services								
	PI 1: Total FTE Monitored	MMA LBN	24.00	20.65	3	3	3	3.00	
	PI 8: Number of academe/industry linkages established	BB Dargantes	1	2	5	5	5	5.00	10 SUCs in Reg 8 for the Sustainable Energy & Indust Policy Network with VSU as Convenor; Queens University MSP
	International Inter-University linkage	BB Dargantes	1	2	5	5	5	5.00	University of Amsterdam (Netherlands) Q University (Canada)

	National Inter-university linkage	BB Dargantes	1	1	4	4	5	4.33	UP Diliman -College of Engi
	Regional/Subnational Inter-University linkage	BB Dargantes	1	9	5	5	5	5.00	UEP, ESSU, NwSSU, SSU, EVSU, LNU, BIPSU, PIT, SI
	Field Supervision of Foreign Students	BB Dargantes	1	1	4	5	5	4.67	MSc Student - Beatriz Addis (University of Amsterdam)
	PI 9: Number of thesis/special problems of students:								
	a. Thesis outline/manuscript/ Case studies/ Special Problems/ OJT Narrative reports/ Engineering Projects/ Portfolios approved	MATWT	1	1	4	4	5	4.00	BS EnviSci major
	PI 10: Number of student organizations advised/assisted								
	Total Points			Total Points:			7	31.00	
UMFO 3. RESEARCH SERVICES									
	PI 1. Number of research proposals submitted	ISRDS Faculty	3	1.00	4	3	4	3.67	Banks Grant Partnersl under the Municipal Services Project of the Queens University, Ca
	PI 2. Number of research proposals approved	ISRDS Faculty	3	1.00	4	3	4	3.67	Banks Grant Partnersl under the Municipal Services Project of the Queens University, Ca
	PI 3. Number of research studies conducted	ISRDS Faculty	3	8.00	5	5	5	5.00	1) Scoping Study on Non-Metalli Aggregates (Sand & Gravel Qua in Leyte Islands; Studies in Support to VSU RDE Program, 3) Localizing Industrie Development Planning for Job Ci Resiliency and Inclusive Growth 2), 4) Preparation of Tender Doc for the Formulation of a Master F the Leyte Ecological Zone (LEIZ) Gender Analysis of the Roles of l Women in Forest Landscape Re (ACIAR); 6) Learning Alliance Approaches to Scaling Out Vege Value Chains in So. Phil. (ACIAR Good Agric. Practices in Vegetal Production (ACIAR); 8) Developr Mixed Methods Approaches to In Assesment of Selected Research Project Central Phil. (PCARRD);
	PI 4. Number of research projects/studies completed within the year	BB Dargantes	1	1	4	5	5	4.67	1) Integrative Studies on the Development of Optimum Transportation System of th Program

	PI 5. Number of research papers (oral presentation, posters, keynote speaker, plenary speaker) presented in regional/national/ int'l scientific/professional fora and conferences								
	<i>In int'l fora/conferences</i>	MATW Tabada BB Dargantes	1	2	5	5	5	5.00	
	<i>In nat'l fora/conferences</i>	MATW Tabada	1	2	5	5	5	5.00	
	<i>In reg'l fora/conferences</i>	MATW Tabada BB Dargantes	1	6	5	5	5	5.00	
	<i>In institutional fora/conferences</i>	MATWT BBD LBN	2	2	5	4	5	4.67	Annual In-house Review ACIAR Project Review
		BB Dargantes MM Avila	2	3.00	5	5	5	5.00	APN Book: Making Sense Water and Food Security in Changing Climate: What Universities Can Do? (ISBN 971-592-089-6)
	PI 8. Number of patents/Utility Models/copyrights filed and registered								
	PI 9. Amount of research money generated from external funding (Thousand PHP)	ISRDS Faculty	100,000.00	200,000.00	5	5	5	5.00	
	PI 10. Amount of research money generated from institutional funding (Thousand PHP)	ISRDS Faculty	200,000.00	450,000.00	5	5	5	5.00	Scoping study on SAG & in support to VSU RDE
	PI 11. Number of research outputs in the last three years utilized by the industry or other beneficiaries	ISRDS Faculty	2	3	5	5	5	5.00	Bid Documents for the L Project of the Board of Investments; Sustainable Energy & Industrial Polic Network; Scoping study SAG
	Total Points			Total n:			12	56.67	
UMFO 4.	EXTENSION SERVICES								
	PI 1: Number of trainees weighted by the length of training	ISRDS Faculty and Staff	1,000	2716	5	5	5	5.00	BDC-52; BIDANI-378; BMIS-161 PNEA-600; ALS-EST-70
	PI 2: Number of trainings conducted	ISRDS Faculty and Staff	7.00	25.00	5	5	5	5.00	Project-based trainings: BIC BMIS -3; PNEA-10 2; MAGPANGUAPA - 1; EST -1 (3rd Inter-University Writeshop on the Research, Development and Extension Agenda and Program on Sustainable Energy and Ind. Policy on Sept 17-19 @ 28 p

	PI 3: Number of IEC materials/technoguides developed/used	ISRDS Faculty and Staff	4.00	7.00	5	5	5	5.00	BMIS-5; BIDA- 13; PNEA- 4 1; ALS-EST- 1; BDC-2; MAGPANGUAPA- 1; AER- (Salcedo & Tolosa Strategy Pap Reader, Rainforestaion Farming brochure)
	PI 4: Number of beneficiaries served								
	Groups	ISRDS Faculty and Staff	25.00	38.00	5	5	5	5.00	7 POs: BDC, PAGGFA, UNLAD, KAMAO, AGW PAWD; 9 BLG Marcos, Pangasugan, Guadalupe, Patag, Gabi Villa Imelda, Danao, Liwayway, Sta. Cruz; MLGUS: Tolosa, Salced Baybay City, Ormoc City Merida, Inopacan, Maha Hindang, Hilongos, Javi Abuyog, Macrohon, SCU: ESSU, EVSU, BI UEP, PIT, SSU, NWSSU Isabel, VSU Villaba, VS Tolosa.
	Individuals	ISRDS Faculty and Staff	1,500.00	1,262.00	3	3	3	3.00	
	PI 5: Number of technical/expert services provided/rendered								
	Research Mentoring	BB Dargantes	1.00	5.00	5	5	5	5.00	Dr. JB Jomadiiao, Dr. LA de Cruz, Dr. JP Libre, Engr. M Donayre, Mr. RR Jaime
	Resource Person	BBD MATWT	5.00	8.00	5	5	5	5.00	EVSEIP-SUC, AGWWA BOI, CIR-TV, Econ. Dev Committee of the RDC, Region 8 LEIZ TWG; NI Summit; LGU Ormoc Cil
	Convenor/Organizer/Co-Organizer	MATWT	1.00	1.00	4	4	4	4.00	# EYEBALL 2019 AUDR Youth Meet Up; NIA FOI on Responsible SAG Extraction for Food and Security and Irrigation Development
	Consultancy								
	Evaluator	BBD LBN	1.00	2.00	5	5	5	5.00	

	PI 3: Number of seminars/trainings/ conventions/ workshops organized/ coordinated for the entire university	ISRDS Faculty and Staff	1	4	5	5	5	5.00	1) Seminar on Local Knowledge on Nov. 13, the Asian University Digital Resource Network and Local Knowledge on Nov. 13, Gender Fair Education in the collection & preservation of Local Knowledge on Nov. 14, AUDRN Youth Meetup #eye 2019, 4) Forum-Workshop on Responsible Sand & Gravel Extraction, Food & Water Security and Irrigation Development 11-12
	PI 4: Number of seminars/trainings/ conventions/ workshops outside the university	BB Dargantes	1	2	5	5	5	5.00	Inter-University WS for Operationalizing a Sustainable Energy & Industrial Policy or Program & Curriculum for Renewable Energy of the E. Visayas Sustainable Energy Industrial Policy Network in I Naval, Biliran & UEP, Catara No. Samar.
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated	ISRDS Faculty	90%	100%	5	4	4	4.33	
	PI 6: Number of college/department - level seminars/trainings/workshops/reviews conducted/attended/facilitated	ISRDS Faculty and Staff	1	1	4	4	4	4.00	Strategic Planning Workshop on 21-25 C 2019
							6	18.33	
OVPI MFO 4. Program and Institutional Accrediation Services									
	PI 1: Number of degree programs which passed accreditation/evaluation at least level 1	ISRDS Faculty and Staff	1	1	4	4	4	4.00	MLAM & MSAM progr underwent the PSV
	PI 2: Degree program compliant with CHED requirements								Not applicable
	Total Points			Total n:			1	4.00	
UMFO 6. GENERAL ADMINISTRATION & SUPPORT SERVICES									
	PI 1. Number of Risk Assessment/Review conducted	ISRDS Faculty and Staff	1	2	5	5	5	5.00	Aug 5 & Oct 1, 2019
	PI 2. Number of risks identified		2	2	4	4	4	4.00	Discussed during Strategic Planning Workshop w Action Plan
	PI 3. Number of risks addressed/minimized		2	2	4	4	4	4.00	
	PI 4: Number of legitimate complaints received		0%	0%	4	5	4	4.33	

	PI 5: Percentage of complaints indicated in PI 4, if addressed within the prescribed period		0%	0%	4	4	5	4.33	
	PI 6. ADDITIONAL OUTPUTS* (In instruction, research, extension, production, and/or administration not found in the original commitment)								
					Total n:		5	21.67	
	* The Additional Outputs is considered as one (1) PI only under UMFO 6 . Entry (ies) may just be enumerated accordingly.								
Total Points									
Total No. of Entries:					51				
Total Over-all Rating					223.33				
Average Rating					4.38				
Adjectival Rating					Very Satisfactory				

MATWT - Maria Aurora TW Tabada, MMA - Myrna M. Avila, BBD - Buenaventura B. Dargantes, LBN - Lilian B. Nunez

Received by:



DILBERTO O. FERRAREN, Ph.D.

Planning Officer

Date: _____

Calibrated by:



REMBERTO A. PATINDOL, Ph.D.

Chairman, PMT

Date: 2-19-2020

Recommending Approval:



BEATRIZ S. BELONIAS, Ph.D.

Vice Pres. for Instruction

Date: 2/16/20

Approved:



EDGARDO E. TULIN, Ph.D.

University President

Date: 2-20-20