



GAH 11803
11/22

Visayas State University

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

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **DR. ANALITA A. SALABAO**, Head, Department of Business and Management, 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 2019 to June 2019

ANALITA A. SALABAO

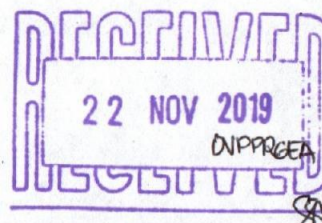
Head, DBM and Dean, CME

Date: _____

BEATRIZ S. BELONIAS

Professor III/VP for Instruction

Date: _____



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

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

Personnel

RDE Commitments***

Number (1) Min. FTE (2) Total FTE (1x: Research Publication Extension

Department Head	1		0.0	0.0	0	0
Faculty w/ Univ. Designated Position			0.0	0.0	0	0
Regular Faculty (VSL)*	7	86.9	0.0	2.0	0	0
Regular Faculty (TLS)*		0.0	0.0	0.0	0	0
Part time Faculty and Affiliate		339.05	0.0	0.0	0	0
Admin Staff Members	1		0.0	0.0	0	0
TOTAL:		426	0.0	2.0	0	0

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 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)

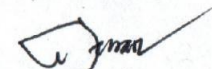
Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (UMFO 3) and extension (UMFO 4))										
MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Jan-June Target (2019)	Actual Accomplishments (Jan-Jun)	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				1	1	5	5	4	4.67
	PI 2: Total FTE monitored				20.00	23.55	5	5	5	5.00

PI 3: Percentage of students who graduated within the prescribed period		25%	38%	5	5	4	4.67	
OVPI MFO 2. Graduate Student Management Services								
PI 1: Percentage of graduate students awardee with honors/distinction		5	5	5	5	5	5.00	
PI 2: Percentage of graduate students advised who rated the adviser/GAC member at least very satisfactory		50%	100%	5	5	5	5.00	
PI 3: Percentage of graduate school faculty engaged in research work applied in								
a. Pursuing advanced research degree program		1	1	5	5	5	5.00	
b. Actively pursuing in the last three years (investigative research, basic and applied scientific research, policy research, social science research)		2	4	5	5	5	5.00	
c. Producing technologies for commercialization or livelihood improvement		1	2	5	5	5	5.00	
d. whose research work resulted in an extension program		1	1	5	5	5	5.00	
Total Points:			Total n				44.33	
UMFO 2. HIGHER EDUCATION SERVICES								
OVPI MFO 1. Curriculum Program Management Services								
PI 1: Total FTE Monitored		400	63.55	5	5	5	5.00	
PI 2: Percentage of undergraduate curricular program compliant to CMO approved and offered		100%	100%	5	5	5	5.00	
PI 3: Average percentage passing in licensure exam		NA	NA	5	5	5	5.00	
PI 4: Percentage of first time licensure exam takers who passed the licensure exam		NA	NA	5	5	5	5.00	
PI 5: Number of students who graduated within the prescribed period		100	161	5	5	5	5.00	
PI 6: Percentage increase in the number of undergraduate students who graduated within prescribed period		80%	90%	5	5	4	4.67	
PI 7: Percentage of graduates (two years prior) who are employed and/or pursuing graduate studies		0	needs tracer study	5	5	5	5.00	
PI 8: Number of academe/industry linkages established		20	65	5	5	5	5.00	
PI 9: Number of thesis/special problems of students:								
a. Thesis outline/manuscript/ Case studies/ Special Problems/ OJT Narrative reports/ Engineering Projects/ Portfolios approved		100	270	5	5	5	5.00	
PI 10: Number of student organizations advised/assisted		1	1	5	5	5	5.00	
PI 11: Number of instructional materials developed/revised				5	5	5	5.00	
a. OBE - compliant syllabi		10	19	5	5	5	5.00	
b. Teaching guides/Student guides/Laboratory Manuals		1	1	5	5	5	5.00	
c. Complete sets of teacher-developed audio visual materials (powerpoints, videos, computer games, etc)		15	20	5	5	5	5.00	
d. On-line interactive learning resources per subject		1	1	5	5	5	5.00	
PI 12: Number of instruction-related awards				5	5	5	5.00	

PI 1: Number of trainees weighted by the length of training	DBM FACULTY	40	689	5	5	5	5.00	
PI 2: Number of trainings conducted		2	7	5	5	5	5.00	
PI 3: Number of IEC materials/techno-guides developed/used		1	7	5	5	5	5.00	
PI 4: Number of beneficiaries served								
Groups		3	3	5	5	5	5.00	
Individuals		75	75	5	5	5	5.00	
PI 5: Number of technical/expert services provided/rendered								
Research Mentoring		2	2	5	5	5	5.00	
Peer reviewers/Panelists		2	2	5	5	5	5.00	
Resource Person		3	10	5	5	5	5.00	
Convenor/Organizer		1	2	5	5	5	5.00	
Consultancy		0	0					
Evaluator	0	0						
PI 6: Number of extension projects conducted		1	1	5	5	5	5.00	
PI 7: Number of extension proposals submitted		1	1	5	5	5	5.00	
PI 8: Number of extension proposal approved		1	1	5	5	5	5.00	
PI 9: Amount of extension money generated from external funding (Thousand P		35,000	75,000	5	5	5	5.00	
PI 10: Amount of extension money generated from institutional funding (Thousa		10,000	100,000	5	5	5	5.00	
PI 11: Percentage of beneficiaries who rated the training course and advisory services as satisfactory or higher in terms of quality and relevance		60%	100%	5	5	5	5.00	
PI 12: Number of extension-related awards (extension conducted by faculty or student and faculty)		0	0					
Total Points				Total n:			75.00	
UMFO 5. SUPPORT TO OPERATIONS (STO)								
OVPI MFO 1. Faculty Development Services								
PI 1: Number of faculty pursuing advanced degree programs		1	3	5	5	5	5.00	
OVPI MFO 2. Faculty Recruiting/Hiring Services								
PI 2: Number of faculty recruited/aligned with university RSP policy and competency-based HRM		3	9	5	5	5	5.00	
OVPI MFO 3. Faculty Evaluation Services								
PI 3: Number of seminars/trainings/ conventions/workshops organized/ coordinated for the entire university		1	4	5	5	5	5.00	
PI 4: Number of seminars/trainings/conventions/workshops outside the university		1	6	5	5	5	5.00	
PI 5: Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated		70%	100%	5	5	5	5.00	

	PI 6: Number of college/department - level seminars/trainings/workshops/reviews conducted/attended/facilitated		2	2	5	5	5	5.00	
OVPI MFO 4. Program and Institutional Accrediation Services									
	PI 1: Number of degree programs which passed accreditation/evaluation at least		1	2	5	5	5	5.00	
	PI 2: Degree program compliant with CHED requirements		1	1	5	5	5	5.00	
	PI 2. QMS on faculty recruitment, development							0.00	
	Total Points						Total n:	40.00	
UMFO 6. GENERAL ADMINISTRATION & SUPPORT SERVICES									
	PI 1. Number of Risk Assessment/Review conducted		1	1	5	5	5	5.00	
	PI 2. Number of risks identified		1	7	5	5	5	5.00	
	PI 3. Number of risks addressed/minimized		1	4	5	5	5	5.00	
	PI 4: Number of legitimate complaints received		1	0	5	5	5	5.00	
	PI 5: Percentage of complaints indicated in PI 4, if any, addressed within the prescribed period		50%	NA	5	5	5	5.00	
	PI 6. ADDITIONAL OUPUTS* (In instruction, research, extension, production, a								
	Total Points						Total n:	25.00	
* The Additional Outputs is considered as one (1) PI only under UMFO 6 . Entry (ies) may just be enu									
	Total Points						Total n:	324.00	
	Total No. of Entries:						66		
	Total Over-all Rating						324.00		
	Average Rating						4.91		
	Adjectival Rating						Outstanding		


Received by:



Planning Officer

Date: _____

Calibrated by:

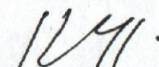


REMBERTO A. PATINDOL, Ph.D.

Chairman, PMT

Date: _____

Recommending Approval:

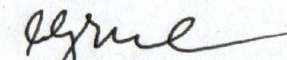


BEATRIZ S. BELONIAS, Ph.D.

Vice Pres. for Instruction

Date: _____

Approved:



EDGARDO E. TULIN, Ph.D.

University President

Date: _____