



VISAYAS
STATE UNIVERSITY



Department of Civil Engineering

Visca, Baybay City, Leyte, PHILIPPINES


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"Exhibit A"

I, EPIFANIA G. LORETO, Head of the Department of Civil 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.


EPIFANIA G. LORETO
Department Head
Date: June 30, 2021

ROBERTO C. GUARTE
College Dean
Date: June 30, 2021



INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE): *Total FTE (1x* RDE Commitments***

Personnel	Number		FTE Commitments			
	Min.	FTE (2)	Research	Publication	Extension	
Department Head	1	4.0	8.0	0	0	0
Faculty w/ Univ. Designated Position	0	2.5	0.0	0	0	0
Regular Faculty (VSL)*	0	12.0	0.0	0	0	0
Regular Faculty (TLS)*	8	18.0	288.0	0	0	0
Part time Faculty	0	10.0	0.0	0	0	0
Admin Staff Members	1	0.0	0.0			
TOTAL			296.0	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 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*))

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

MFO No.	Success/Performance Indicator (PI)		Units/Person s Responsible	Department Target	Actual Accomplishments		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
					% Accom- plishment as of June 30, 2021	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average		
	PI4: Number of seminars/trainings/ conventions/ workshops coordinated outside of the university *		Dept. Head & Faculty									0.25%
	PI5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *		Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00	all faculty rated Very Satisfactory	0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *		Dept. Head & Faculty									0.25%
	PI7 : Additional outputs *		Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support											0.25%
	OVPA4 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	5	5	5.00		3.75%
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	100%	3	5	5	5	5.00	PPMP, supplemental	1%
	PI 2. Zero percent complaint from clients served		Dept. Head & all faculty & staff	100%	100%	100%	5	5	5	5.00		2%
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	10	50%	5	4	4	5	4.33	during monthly meeting	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	10	50%	5	4	4	4	4.00	during monthly meeting	

MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
					% Accomplishment as of June 30, 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	12	50%	6	4	4	4	4.00		
	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 *											2%
Total Over-all Rating							105.000					
Average Rating							4.773					
Adjectival Rating							Outstanding					

EGL- Engr. Epifania G. Loreto, MTA- Engr. Marcelo T. Abrera Jr., LJLA-Engr. Lindy Jane L. Ando, JBC-Engr. Jessie B. Corrales, GGD-Engr. Gladys G. Doydora, RAGL.-Ar. Raffy Andrew G. Loreto, HNM - Engr. Hanzel N. Mejia, RBV - Engr. Ramil B. Vincualdo Jr.

Faculty on study leave: APDC- Engr. Andy Phil D. Cortes

Received by:

Calibrated by:

Recommending Approval:

Approved:


DANIEL LESLIE S. TAN


REMBERTO A. PATINDOL


BEATRIZ S. BELONIAS


EDGARDO E. TULIN

Director for Planning

Chairman, PMT

Vice Pres. for Acad. Affairs

President

Date: JUL 22 2021

Date: 7/15/21

Date: 7/15/2021

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