

Department of Business and Management COLLEGE OF Management & Economics
VISAYAS STATE UNIVERSITY

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3 - Satisfactory

2 - Fair

1 - Poor

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OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I. BERT C. PEÑALOSA, head of the 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 Jar 2022 Department Head 28, 2022 Date: MOISES NEIL V. SERIÑO College Dear Date: INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE): Personnel Min. FTE (2) Number (1) Publication Extension ating Equivalents: 5-50 Faulting \$30 4-Very Satisfactory Department Head Faculty w/ Univ. Designated Position

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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

Regular Faculty (VSL)* Regular Faculty (TLS)*

Part time Faculty Admin Staff Members

*** Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (UMPU 3) and extension (UMPU 4)

							Rating				Remark	
MFO No.			Success/Performance Indicator (Pi)		Units/Persons Responsible	Departmen t target 2022	Accomplishment	Quality	Efficiency	Timeliness	Average	(Details of the targette outputs indicators with *)
MFO 1	ADVAN	CED ED	UCATION SERVICES (20%)									,,,,,
	OVPI N	MFO 1. (Graduate Degree Program Management Serv	ices								
	1		ercentage of graduate school faculty engaged in the work applied in any of the following:		Dept. Head & Faculty							
		a.	pursuing advanced research degree program (Ph.D) *	number of faculty pursuing phd/ number of regular facul	lty	14.29%	14.29%	5	5	5	5	Montanez and Ratilla
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	number of faculty pursuing research/ number of regular faculty		75.00%	80%	5	5	5	5	16 out of 20 faculty had been involved in research
		c.	producing technologies for commercialization or livelihood improvement	faculty with livelihood improvement activities/number of regular faculty		0%	0%					
		d.	whose research resulted in an extension program	same as above		21.43%	0.0	1	1	1	1	
	PI 1: Per degree p	rcentage programs		number of graduate students enrolled in MM program/ MM students	Dept. Head & Faculty	50%	20.00%	3	3	3	3	22 students
	PI 2: Percentage of accredited graduate programs * PI 3: Number of graduate degree specializations offered and				Dept. Head & Faculty	1	1.0	5	5	5	5	
	monitore		graduate degree specializations offered and		Dept. Head & Faculty	2	2.0	5	5	5	5	
	PI 4: To	otal FTE	coordinated, implemented & monitored*		Dept. Head & Faculty	30	57.5	5	5	5	5	-
	enrolled	•	increase in number of graduate students	Current number of graduate MM students minus previous number of MM students / previous MM students	Dept. Head & Faculty	5%	-40.00%	1	1	1	1	62-1st sem, 37-2nd sem 2021-2022
	within pr	rescribed		same as above (students who graduated)	Dept. Head & Faculty	5%	5.00%	4	4	4	4	
	PI7: Nu honors/d		graduate students awarded with	students with awards and honors/ MM students	Dept. Head & Faculty	1	0.0	1	1	1	1	

	PI 8: Number of graduate students advised *	number of MM students	Dept. Head & Faculty	15	22.0	5	5	5	5	22 MM	2%
	PI 9: Number of instructional materials developed *		Dept. Head & Faculty						-	students	
	On-line ready courseware		Soperious di sossiy	8	9.0	5	5	5	5	Complied From MM instructors	
	Flexible instructional materials/ supplemental learning resources			7	70.0	5	5	5	5	Complied From MM	
	Assessment tools			7	103.0	5	5	5	5	Complied From MM	
	PI 10: Number of virtual classrooms created and operationalized				15	5	5	5	5	Complied From MM	
FO 2	HIGHER EDUCATION SERVICES (50%)			8					-	instructors	
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	NA	Dept. Head & Faculty	NA	NA						7.5%
	Pl 2. Percentage of graduates (2 years prior) that are employed		Dept. Head & Faculty	85%	5.00%	2	2	2	2		2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-Identified and RDC-identified priority programs *	agribusiness students/total under undergraduate students	Dept. Head & Faculty	30%	100.0	5	5	5	5		2.5%
	PI 4. Percentage of undergraduate programs with accreditations		Dept. Head & Faculty	1	1.0	5	5	5	5		2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		Dept. Head & Faculty	550	339.8	4	4	4	4		20%
	PI 8: Number of students advised: *		Academic adviser	550	1004.0	5	5	5	5		
	On thesis/ field practice/special problem		Case study/field practice	90	137	5	5	5	5		19
	No. of approved manuscript submitted within prescribed period			80	137.0	5	5	5	5		19/
	On consultation			350	743.0	5	5	5	5	-	0.5
	PI 9: Number of student organizations advised/ assisted *		Dept. Head & Faculty		740.0	3		3	5		0.5
	Student organizations advised		Dopa read a resulty	2	2.0	4.5	4.5	4.5	4.5	SABS & CME	1.25
	Student organizations assisted on student related activities			1	1.0	4.5	4.5	4.5	4.5	Lakas Angkan	1.25
	PI 10: Number of instructional materials developed *		Dept. Head & Faculty								109
	On-line ready courseware		Dept. Head & Faculty	47	29.0	3	3	3	3		
	Flexible instructional materials		Dept. Head & Faculty	67	170.0	5	5	5	5		
-	Assessment tools		Dept. Head & Faculty Dept. Head & Faculty	83 47	274	5	5	5	5		
-	PI 10: Number of virtual classrooms created and operationalized PI 11: Additional Outputs		Dept. Head & Faculty Dept. Head & Faculty	1	72 6.0	5	5	5	5		
-	Program Accreditation/ evaluation		Dept. Head & Faculty		2.0	5	5	5	5	-	
-	Agency/firm/industry linkages				24	5	5	5	5	-	
	Other outputs implementing the new normal due to covid 19		-				and the same of th				
	RESEARCH SERVICES (10%) P11, Number of research outputs in the last three (3) years				9	5	5	5	5		
-	utilized by the industry or by other beneficiaries *		Dept. Head & Faculty	12	16.0	5	5	5	5		2%
	PI 2. Number of research outputs completed within the year *		Dept. Head & Faculty	2	5.0	5	5	5	5	Bongat & Abamo	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		14	50%	3.0	5	5	5	5	Mangaoang, Abamo. Paradero	1.509
	In refereed nat'Vregional journals		14	50%	1.0	5	5	5	5	Mangaoang	0.50
	P1 4. Number of research outputs presented in regional/national/int'l fora/conferences *		Dept. Head & Faculty								5.50
	In int'i fora/conferences			3	2	4	4	4	4	Bongat & Abamo	1.509
	In nat'l/regional fora/conferences			3	1	3	3	3	3	Abamo	0.50%
									_		-
	PI 5. Percent of research proposals approved *		Dept. Head & Faculty	20%	10%	4	4	4	4	1	0.

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	No. of research-related awards (research conducted by faculty			T	T			T			T
	or student w/ faculty) No. of journal articles or scientific papers received and reviewed										
	as peer-reviewer										1.50%
EO 4	EXTENSION SERVICES (10%)			-			-				1.50%
11 0 4		1	-	-			-		_		
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of PI 2. Number of trainees weighted by the length of training *	'	Dept. Head & Faculty	6	3.0	4	4	4	4		2.0%
			Dept. Head & Faculty	100	60.0	4	4	4	4		2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *		Dept. Head & Faculty	2	1.0	4	4	4	4		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	50%	25%	4	4	4	4		1%
	PI 5. Number of technical/expert services *		Dept. Head & Faculty						-	1	1%
	Research Mentoring			5	6	5	5	5	5	-	170
	Peer reviewers/Panelists			-	3	5	-				-
	Resource Persons			2			5	5	5		
	Convenor/Organizer		-	10	10	4	4	4	4		
	Consultancy			1	1	4	4	4	4		
	Evaluator			0	0		-				
		number of proposals approved/number of proposals		2	3	4	4	4	4		
	PI 8. Percent of extension proposals approved * PI 11. Additional outputs *	submitted	Dept. Head & Faculty	20%	100%	5	5	5	5		0.5%
	No. of extension-related awards (extn. conducted by faculty or		Dept. Head & Faculty	-							
	student & faculty) *										
	Other outputs implementing the new normal due to covid 19							1		-	-
IFO 5	Support to Operations			-				-	-	-	1.5%
	OVPI MFO 1. Faculty Development Services			-							
	PI1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *		Dept. Head & Faculty	2	2.0	4	4	4	4	MontaÑez & Ratilla	0.625%
	OVPI MFO 2. Faculty Recruitment/Hiring Services		Dept. Head & Faculty	-	-						
	P12: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *		Dept. Head & Faculty	4	5.0	5	5	5	5		0.125%
	OVPI MFO 3. Faculty Evaluation Services									-	
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *		Dept. Head & Faculty						T		0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops		Dopt. Flead & Faculty	-							-
	coordinated outside of the university *		Dept. Head & Faculty	3	2.0	4	4	4	4		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	70%	60%	4	4	4	4		0.75%
	PI6: Number of in-house seminars/trainings/			2	1.0	4.5					
	workshops/reviews conducted *		Dept. Head & Faculty	2	1.0	4.5	4.5	4.5	4.5		0.25%
	PI 7: Additional outputs * Number of faculty/staff awards/honors received related to		Dept. Head & Faculty						-		
	operations support OVPI MFO 4. Program and Institutional Accreditation Service			-							0.25%
	P18. Compliance to all requirements thru the established/adequate implementation, maintenance and	95		Zero non-	Zero non- conformit	5	5	5	5		
	improvement of the QMS of the core processes of the		Dept. Head & Faculty	conformity	Total Comoniti	5	5	5	5		2.50%
MFO 6	General Admin. & Support Services (GASS)		Dobt From a Facility						+	-	
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	1	2.0	5	5	5	5		1%
	PI 2. Zero percent complaint from clients served		Dept. Head & all faculty & staff	Zero non-	Zero non-	5	5	5	5		2%
	PI 3. Number of coaching sessions among faculty & staff**			conformity 6	conformity 8.0	5	5	5	5		270
	PI 4. Number of planning sessions, tracking and monitoring of		Dept. Head	-			-		-		
	targets, etc. conducted to ensure attainment of department targets**		Dept. Head	4	2.0	4	4	4	4		
	PI 5. Number of monthly/special faculty & staff meetings								-	-	

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	P13: Additional Outputs	Dept. Head & all faculty & staff							
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *								2%
Admin 8	Support Services								
	Membership in University committees	Member	0					+	
	Membership in College committees	Member	1	1.0	4	4	4	4	
	Membership in the Department committees	Member	5	5.0	4.5	4.5	4.5	4.5	
Dept.He	ad Number of department meetings presided		3	7.0	5	5	5	5	
	Number of execom meetings attended Number of UAC mtgs attended		3	6.0	5	5	5	5	
	Number of UAC mtgs attended		0	1.0	5	5	5	5	
	Prompt submission of required documents								
	Annual Report		0		i i				
	Procurement Plan		1	1.0	4	4	4	4	
	Staff Development Plan		1	1.0	4	4	4	4	
	OPCR/ IPCR		23	22.0	5	5	5	5	
110-100	Number of FacultyMentored		8	13.0	5	5	5	5	
	Number of admin staff supervised		3	5.0	5	5	5	5	
	Number of department activities supervised		3	6.0	5	5	5	5	
	Number of faculty members for study leave		2	3.0	5	5	5	5	
	Number of supervisory plans prepared and submitted		1	2.0	5	5	5	5	
	Number of coaching and mentoring reports		2	8.0	5	5	5	5	
	Number of class observation conducted		10	21.0	5	5	5	5	
Total O	ver-all Rating							338	
Average	Rating							4.45	
Adjectiv	ral Rating						1	Very Satisfactory	

TONI MARC L. DARGANTES
Head for Planning
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

EDGARDO E TULIN President Date: 8 8 W