

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 January to June 2022.

BERT C. PEÑALOSA

Department Head

Date: July 28, 2022
MOISES NEIL V. SERIÑO

College Dean

Date: 7/28/22

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

Personnel

Number (1)

Min. FTE (2)

Publication

Extension

Department Head

Faculty w/ Univ. Designated Position

Regular Faculty (VSL)*

Regular Faculty (TLS)*

Part time Faculty

Admin Staff Members

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

0

TOTAL:

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	Rating						Remark (Details of the targetted outputs indicators with *)
			Department target 2022	Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 1	ADVANCED EDUCATION SERVICES (20%)								
	OVPI MFO 1. Graduate Degree Program Management Services								
1	PI 1: Percentage of graduate school faculty engaged in research 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 faculty	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	
	OVPI MFO 2. Graduate Student Management Services								
	PI 1: Percentage of graduate students enrolled in research degree programs *	number of graduate students enrolled in MM program/ MM students	50%	20.00%	3	3	3	3	22 students
	PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty	1	1.0	5	5	5	5	
	PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	2	2.0	5	5	5	5	
	PI 4: Total FTE coordinated, implemented & monitored *	Dept. Head & Faculty	30	57.5	5	5	5	5	
	PI 5: Percentage increase in number of graduate students enrolled *	Current number of graduate MM students minus previous number of MM students / previous MM students	5%	-40.00%	1	1	1	1	62-1st sem, 37-2nd sem 2021-2022
	PI 6: Percentage increase in number of students who graduated within prescribed period *	same as above (students who graduated)	5%	5.00%	4	4	4	4	
	PI 7: Number of graduate students awarded with honors/distinction *	students with awards and honors/ MM students	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 students	2%
PI 9: Number of instructional materials developed *		Dept. Head & Faculty								
On-line ready courseware			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 instructors	
Assessment tools			7	103.0	5	5	5	5	Complied From MM instructors	
PI 10: Number of virtual classrooms created and operationalized			8	15	5	5	5	5	Complied From MM instructors	
MFO 2 HIGHER EDUCATION SERVICES (50%)										
PI 1: Percentage of first time licensure exam takers that pass the licensure exams *	NA	Dept. Head & Faculty	NA	NA						7.5%
PI 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		1%
No. of approved manuscript submitted within prescribed period			80	137.0	5	5	5	5		1%
On consultation			350	743.0	5	5	5	5		0.5%
PI 9: Number of student organizations advised/ assisted *		Dept. Head & Faculty								
Student organizations advised			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								10%
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	83	274	5	5	5	5		
PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	47	72	5	5	5	5		
PI 11: Additional Outputs		Dept. Head & Faculty	1	6.0	5	5	5	5		
Program Accreditation/ evaluation				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				9	5	5	5	5		
MFO 3 RESEARCH SERVICES (10%)										
PI 1: Number of research outputs in the last three (3) years 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	Mangaoang, Abamo, Paradero	1.50%
In refereed nat'l/regional journals			14	50%	1.0	5	5	5	Mangaoang	0.50%
PI 4: Number of research outputs presented in regional/national/int'l fora/conferences *		Dept. Head & Faculty								
In int'l fora/conferences			3	2	4	4	4	4	Bongat & Abamo	1.50%
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		0.5%
PI 6: Additional outputs*		Dept. Head & Faculty								

[illegible]

	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%
Admin 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. Head	Number of department meetings presided			3	7.0	5	5	5	5			
	Number of exocom meetings 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								
	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			
	Number of Faculty Mentored			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 Over-all Rating											338	
Average Rating											4.45	
Adjectival Rating										Very Satisfactory		

Received by:

TONI MARC L. DARGANTES

Head for Planning

Date: 6/9/2022

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT

Date:

EDGARDO E. TULIN

President

Date: 8/8/2022

* 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