



DEPARTMENT OF TOURISM AND HOSPITALITY MANAGEMENT

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OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, VENICE B. IBAÑEZ, Head of the Department of Touirsn	n and Hospitality Mana	agement, com	mits to deliver a	nd agree to be re	ated on the attainment of	of the following targer	ts in
accordance with the indicated measures for the period Jenuar	y - December 2020.	TSa/				1:1	17'
II a July	- December 2020	10				Alexand	OCT DINO
VENICE B. IBANEZ						MOISES NEIL V.	SERINO
Department Head						College Dean	
Date:						Date.	
INFORMATION ON PERSONNEL FULL-TIME TEACHING E	OLIVALENT (ETE):		Total FTE (1x	2	RDE Commitments	***	
	Number	May 575 (2)	101011111	Research	Publication	Extension	Rating
Personnel	Number	Min. FTE (2)		Research	1 abiloadon	Exterioren	Equivalents:
Department Head	22.5	0	0.0	0.0	0	0	5 - Outstanding
Faculty w/ Univ. Designated Position	32.25	0	0.0	0.0	0	0	4 - Very
Regular Faculty (VSL)*	37	0	0.0	0.0	1	1	Satisfactory 3 - Satisfactory
Regular Faculty (VSL)*	230.25	0	0.0	0.0	Ò	0	2 - Fair
Part time Faculty	82.5	0	0.0	0.0	0	0	1 - Poor
Admin Staff Members	02.5	0	0.0		•		
TOTAL	405			0.0	1	1	

Note:

** 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)

				I A	ctual	À	ctual		Rati	ng			
MFO No.	Success/Performance Indicator (PI)	Units/Perse Responsi		% Accomplishment (Jan-June 2020)	Accom-	% Accomplishment (July-Dec 2020)	Accom-	Quality	Efficiency	Timeliness	Average	Remarks	% weight
MFO 1	ADVANCED EDUCATION SERVICES (20%)	Convices											
	OVPI MFO 1. Graduate Degree Program Management S	ervices				т	T						T
	1 Percentage of graduate school faculty engaged in research work applied in any of the following:	Dept. Head & Faculty	N/A										4%
	a. pursuing advanced research degree program (Ph.D) *		N/A								-		

^{*} On vacation-sick-leave status. Ratio of Instruction and RDE commitments should determined based on FTE of 18 units

A. C.	actively pursuing in the last three (3) years (investigative research, basic and applied								
	scientific research, policy research social science research)		N/A			Ш		_	
	c. producing technologies for commercialization or livelihood improvement		NI/A						
	whose research resulted in an extension program		N/A			\prod	1	+	
	OVPI MFO 2. Graduate Student Management Services								
	PI 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty	N/A						2%
	PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty	N/A						2%
	PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	N/A					_	2%
	PI 4: Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty	N/A			Ш		_	2%
	PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty	N/A						2%
**************************************	PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty	N/A						2%
	PI 7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty	N/A						2%
	PI 8: Number of graduate students advised *	Dept. Head & Faculty	N/A						2%
	PI 9: Number of instructional materials developed *	Dept. Head & Faculty	N/A						
	On-line ready courseware		N/A						
	Flexible instructional materials		N/A						
	Assessment tools		N/A						
	PI 10: Number of virtual classrooms created and operationalized		N/A						
MFO 2	HIGHER EDUCATION SERVICES (50%)			4					
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	N/A						7.5%

	Pl 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	35%			70% (165/236)		9	4	4	4		2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100%	100%		100%		es,	Š	\$	5		2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	50%			0		2	B	2		BSHRTM- PSV, no CMO BSHM/BSTM- RQuAT	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	810	47%	384.2 (Jan- June 2020)	44%	352.3 (July- Dece 2020)	4	4	#	4	Some classes are combined into one section	20%
	PI 8: Number of students advised: *	Faculty	75	65.00									
	On thesis/ field practice/special problem		75.00	87%	OJTs only (65/75)			4	4	4	4	18 OJT this sem, manuscript next year	1%
	No. of approved manuscript submitted within prescribed period		75.00	87%	OJTs only (65/75)		\$4.74 N	4	4	4	4	18 OJT July-Dec 2020, manuscript next year	1%
	On consultation		75	87%	OJTs only (65/75)	1519%	All students (1139/75)	5	Ky.	5	S	18 OJT July-Dec 2020, manuscript next year	0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head &	2	100%	SHOTS, TORAH	200%	SHoTS, TORAH, TARSIER, CME- SSC	5	2	5	5		
	Student organizations advised	, accord	2	100%	SHOTS, TORAH	200%	SHoTS, TORAH,	5	5	5		SHOTS, TORAH	1.25%
	Student organizations assisted on student related activities		2	100%	SHOTS, TORAH	200%	SHOTS, TORAH,	5	5	5	5	SHOTS, TORAH	1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty	29	14%	LGs (4/29)	90%	TARSIER CME. 24 LGs, 2 Lab manual 24 LGs, 2	5	3	3	5	Total: 28 LGs, 2 lab manu	10%
	On-line ready courseware	Faculty	29	14%	LGs (4/29)	90%	Lab manual	\$	5	5	5	Total: 28 LGs, 2 lab manu	
	Flexible instructional materials	Dept. Head & Faculty	29	76%	LGs (22/29)	28%	6 LGs, 2 Lab	5	\$	5	5	Total: 28 LGs, 2 lab manu	al
	Assessment tools	Dept. Head & Faculty	29	14%	LGs (4/29)	90%	manual 24 LGs, 2 Lab manual	5	2	3	5	Imbedded to the	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	29	76%	Moodle classrooms	28%	Moodle and	5	8	5	S	25 moodle classrooms; 5 google classrooms (per class)	
	PI 11: Additional Outputs	Dept. Head & Faculty		1									
MFO 3	RESEARCH SERVICES (10%)												

%7	no fraining was conducted, training needs assessment conducted revealed fraining is preference date of fraining is		B	E	T		0.0	eub betoubnoo	0	01	Dept. Head & Faculty	* gninish to ritiguel out yd bethlew seenish to redmul . 2 19	
5.0%	Philippine Misereor (NGO	5	5	5	3	•	%00l		%00l	·	Dept Head & Faculty	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	
	0010											EXTENSION SERVICES (10%)	WEO
%09°l												No. of research-related awards (research conducted by faculty or student w/ faculty)	
							•				Dept. Head & Faculty	*studtuo IsnotilibbA .8 Iq	
%9 [°] 0	Coping mechanism research study	2	2	5	5		%001		%00l	ı	Dept Head & Faculty	Placent of research proposals approved *	
%09'0							. 1	ii .				la nat'l'regional fora/conferences	
%09°l												In int'l fore/conferences	
											Dept. Head & Faculty	ni betneserq stuqtuo rhorseser to nedmuN	
% 03.0	NGCorales- Most Sugnificant Changes Brought by tourism development on the livelihood, ritual dances, and visual arts and crafts of the Batak Indigenous	8	E	8	&	weirer review	(0/1)					slamuoį lanoigen\l'itan beeneten ni	
%05.f	VBI- Ecotourism-Related strategies wheat of increasing tourism destination compelitiveness: The case of Billiara Island Province; NVD-Effect of Home-Based Family Counselling to the Mother's and Caregiver's Knowledge and Frectices on Infant and Young Child Frectices on Infant and Young Child	Q	8	Q	જ	review under peer	%007	weiver review	%00 1	ı	₽niugsmu∏VV	slamuoį l'ini beeneten ni	
	goint habital and										Dept. Head & Faculty	PI 3. Percentage of research outputs published in infermationally-referred or CHED recognized journal within the year (2%) *	
%Z	Coping mechanism wesearch study		2	2	2		0.1				Dept. Head & Faculty	PI 2. Number of research outputs completed within the year	
%7	2016 background papers used as basis for strategy paper of Salced, Eastern Samer	2	5	T	2	Background output)	0.1				Dept. Head & Faculty	sney (6) eenth tast ent ni struptuo ricesear of research outputs in the last three (3) years * seinsicianed retro you or by other beneficianes *	

	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head &	1	0		0.0		3	3	3		Extension project's implementation is put on hold because of the pandemic	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	90%	0		0.0		2	2	2		no training was conducted,	1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty											1%
	Research Mentoring												
	Peer reviewers/Panelists									_			
	Resource Persons												
	Convenor/Organizer												
	Consultancy												
	Evaluator												and the second second second
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	1	1	Freezed	1	Freezed	4	4	4		Submitted proposal is put on-hold	0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty											
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *												1.5%
MFO 5	Support to Operations												
	OVPI MFO 1. Faculty Development Services												
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	MCLao	1	100%	Continuing	100%	Continuing	5	5	5	5	MCLao	0.625%
	OVPI MFO 2. Faculty Recruitment/Hiring Services		8										
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty	5	40%		40%		3	3	3		2 faculty (1st sem); no other applicant	0.125%
	OVPI MFO 3. Faculty Evaluation Services												
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty											0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty										N. TDEOluties	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	90%	100%	TPES result of 1st sem 2019-2020	No TPE	S evaluation	15	5	5	5	No TPES evaluation	0.75%

	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head &	1	100%	in-house attended	200%	Year-end review, research in- house review	5	w	5	I		0.25%
	PI 7 : Additional outputs *	Dept. Head & Faculty											
	Number of faculty/staff awards/honors received related to operations support					1.0	Loyalty award	5	5	5	5	10 years in service	0.25%
	OVPI 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 &	100%	100%		1 nc		9	4	4	4	1 NC during the 2nd internal audit	2.50%
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	80%	100%		100%		5	8	5	Z		1%
	Pl 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff			,								2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	2	100%	TPES result and LG review	50%	research proposal making	5	2	5			
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	3	167%		167%		ع	\$	5	3	As part of the meeting	
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	1	300%		600%		3	Š	J.	5	Regular department meeting	
	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 *			1.00		1.0		5	5	5	\$	The use of google doc function in reviewing/critiquing learning guides and syllabus for live viewing and editing of documents (reviewers, authors)	2%
Total Over-	all Rating						157	157	157	157			
Average Ra		>					,	1.36	4.76	4.34			
Adjectival F	Rating										(DUTS TAND ING	

Received by:

Calibrated by:

REMBERTO A. PATINDOL

Planning Office Date:

Chairman, PMT Date: Recommending Approval:

BEATRIZ S. BELONIAS

Vice Pres. for Instruction

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

Approved:

EDGARDO E. TULIN

President Date: