

**OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)**

I, Moises Neil V. Serino, Dean of the College of Management and Economics, 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 -

June 2023

**MOISES NEIL V. SERINO**

College Dean

Date:

**JUL 14 2023**

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)	Research	RDE Commitments***	Publication	Extension
Department Head	-	0	#VALUE!	0%	0	0	0
Faculty w/ Univ. Designated Position	-	0	#VALUE!	0%	0	0	0
Regular Faculty (VSL)*	-	0	#VALUE!	200%	1	1	1
Regular Faculty (TLS)*	-	0	#VALUE!	0%	0	0	0
Part time Faculty	-	0	#VALUE!	0%	0	0	0
Admin Staff Members	-	0	#VALUE!	0%	0	0	0
<b>TOTAL:</b>				200%	1	1	1

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))

**BEATRIZ S. BELONIAS**

Vice President for Acad. Affairs

Date:

**JUL 14 2023**

Rating Equivalents:

5 - Outstanding

4 - Very Satisfactory

3 - Satisfactory

MFO No.	Success/Performance Indicator (PI)	Units/ Persons Responsible	Consolidated Targets of all acad. departments*	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accom- plishment as of Jan-June 2023	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average		
<b>MFO 1</b>	<b>ADVANCED EDUCATION SERVICES (20%)</b>										
	<b>OVPI MFO 1. Graduate Degree Program Management Services</b>										
<b>1</b>	<b>PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following: *</b>										4%
	a. pursuing advanced research degree program (Ph.D) *	College Dean & Dept. Heads	5	100% (n=5)	DBM, DOE, ISRSDS	5	5	5	5		
	b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	College Dean & Dept. Heads	13	84.62% (n=11)	DBM, DOE, ISRSDS	4	4	4	4		
	c. producing technologies for commercialization or livelihood improvement	College Dean & Dept. Heads									
	d. whose research resulted in an extension program	College Dean & Dept. Heads	3	100% (n=3)	DOE, ISRSDS	5	5	5	5		

	<b>OVPI MFO 2. Graduate Student Management Services</b>												
	<b>PI 1:</b> Percentage of graduate students enrolled in research degree programs *	College Dean & Dept. Heads	83%	98%	DBM, DOE, ISRDS	5	5	5	5				2%
	<b>PI 2:</b> Percentage of accredited graduate programs *	College Dean & Dept. Heads	100%	100%	DBM, DOE, ISRDS	5	5	5	5				2%
	<b>PI 3:</b> Number of graduate degree specializations offered and monitored *	College Dean & Dept. Heads	7	100% (n=7)	DBM, DOE, ISRDS	5	5	5	5				2%
	<b>PI 4:</b> Total FTE coordinated, implemented & monitored *	College Dean & Dept. Heads	41	187% (n=77)	DBM, DOE, ISRDS	5	5	5	5				2%
	<b>PI 5:</b> Percentage increase in number of graduate students enrolled *	College Dean & Dept. Heads			DBM, DOE, ISRDS								2%
	<b>PI 6:</b> Percentage increase in number of students who graduated within prescribed period *	College Dean & Dept. Heads			DBM, DOE, ISRDS								2%
	<b>PI 7:</b> Number of graduate students awarded with honors/distinction *	College Dean & Dept. Heads	1	0% (n=0)	DBM, ISRDS	1	1	1	1				2%
	<b>PI 8:</b> Number of graduate students advised *	College Dean & Dept. Heads	34	106% (n=36)	DBM, DOE, ISRDS	5	5	5	5				2%
	<b>PI 9:</b> Number of instructional materials developed *	College Dean & Dept. Heads											
	On-line ready courseware	College Dean & Dept. Heads	15	120% (n=18)	DBM, DOE, ISRDS	5	5	5	5				
	Flexible instructional materials	College Dean & Dept. Heads	39	246% (n=96)	DBM, DOE, ISRDS	5	5	5	5				
	Assessment tools	College Dean & Dept. Heads	66	127% (n=84)	DBM, DOE, ISRDS	5	5	5	5				
	<b>PI 10:</b> Number of virtual classrooms created and operationalized	College Dean & Dept. Heads	16	150% (n=24)	DBM, DOE, ISRDS	5	5	5	5				
<b>MFO 2</b>	<b>HIGHER EDUCATION SERVICES (50%)</b>												
	<b>PI 1:</b> Percentage of first time licensure exam takers that pass the licensure exams *	College Dean & Dept. Heads											7.5%
	<b>PI 2:</b> Percentage of graduates (2 years prior) that are employed *	College Dean & Dept. Heads	83%	89%	DBM, DOE, DTHM	5	5	5	5				2.5%
	<b>PI 3:</b> Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	College Dean & Dept. Heads	60%	92%	DBM, DOE, DTHM	5	5	5	5				2.5%
	<b>PI 4:</b> Percentage of undergraduate programs with accreditations *	College Dean & Dept. Heads	100%	100%	DBM, DOE, DTHM	5	5	5	5				2.5%
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	College Dean & Dept. Heads	1,133	72% (n=820)	DBM, DOE, DTHM, ISRDS	4	4	4	4				20%
	<b>PI 8:</b> Number of students advised: *		528	155% (n=820)	DBM	5	5	5	5				



	On thesis/ field practice/special problem	College Dean & Dept. Heads	208	136% (n=282)	DBM, DOE, DTHM	5	5	5	5	1%
	No. of approved manuscript submitted within prescribed period	College Dean & Dept. Heads	135	140% (n=189)	DBM, DOE, DTHM	5	5	5	5	1%
	On consultation	College Dean & Dept. Heads	771	186% (n=1433)	DBM, DOE, DTHM, ISRDS	5	5	5	5	0.5%
	<b>PI 9:</b> Number of student organizations advised/ assisted *									
	Student organizations advised	College Dean & Dept. Heads	10	120% (n=12)	DBM, DOE, DTHM	5	5	5	5	1.25%
	Student organizations assisted on student related activities	College Dean & Dept. Heads	9	156% (n=14)	DBM, DOE, DTHM	5	5	5	5	1.25%
	<b>PI 10:</b> Number of instructional materials developed *									10%
	On-line ready courseware	College Dean & Dept. Heads	27	152% (n=41)	DBM, DOE, DTHM, ISRDS	5	5	5	5	
	Flexible instructional materials	College Dean & Dept. Heads	101	219% (n=221)	DBM, DOE, DTHM, ISRDS	5	5	5	5	
	Assessment tools	College Dean & Dept. Heads	125	300.8% (n=376)	DBM, DOE, DTHM, ISRDS	5	5	5	5	
	Number of virtual classrooms created and operationalized	College Dean & Dept. Heads	74	112% (n=83)	DBM, DOE, DTHM, ISRDS	5	5	5	5	
	<b>PI 11:</b> Additional Outputs (no. of students advised as SRC member)	College Dean & Dept. Heads		100% (n=7)	ISRDS	5	5	5	5	
<b>MFO 3</b>	<b>RESEARCH SERVICES (10%)</b>									
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	College Dean & Dept. Heads	12	142% (n=17)	DOE, DBM, ISRDS	5	5	5	5	2%
	<b>PI 2.</b> Number of research outputs completed within the year *	College Dean & Dept. Heads	6	150% (n=9)	DBM, ISRDS	5	5	5	5	2%
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year *									
	In refereed int'l journals	College Dean & Dept. Heads	83%	48%	DBM, DOE, ISRDS	3	3	3	3	1.50%
	In refereed nat'l/regional journals	College Dean & Dept. Heads	50%	0%	DBM	1	1	1	1	0.50%
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *									
	In int'l fora/conferences	College Dean & Dept. Heads	5	180% (n=9)	DBM, DOE, DTHM, ISRDS	5	5	5	5	1.50%
	In nat'l/regional fora/conferences	College Dean & Dept. Heads	6	183% (n=11)	DBM, DOE, DTHM, ISRDS	5	5	5	5	0.50%
	<b>PI 5.</b> Percent of research proposals approved *	College Dean & Dept. Heads	57%	118%	DBM, DTHM, ISRDS	5	5	5	5	0.5%

[illegible]



	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	College Dean & Dept. Heads	6	133% (n=8)	DBM, DOE, DTHM	5	5	5	5	0.125%
OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	College Dean & Dept. Heads	3	133% (n=4)	DOE, DTHM, ISRDS	5	5	5	5	0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	College Dean & Dept. Heads	6	200% (n=12)	DBM, DOE, DTHM, ISRDS	5	5	5	5	0.25%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	College Dean & Dept. Heads	78%	119%	DBM, DOE, DTHM, ISRDS	5	5	5	5	0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted/attended *	College Dean & Dept. Heads	5	280% (n=14)	DBM, DOE, DTHM, ISRDS	5	5	5	5	0.25%
	PI 7 : Additional outputs									
	Number of faculty/staff awards/honors received related to operations support	College Dean & Dept. Heads								0.25%
OVPI MFO 4. Program and Institutional Accreditation Services										
	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	Dean & Dept. Heads	No NC	95%	DBM, DOE, DTHM, ISRDS	5	5	5	5	Zero non-conformity (No NC) 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	College Dean & Dept. Heads	8	125% (n=10)	DBM, DOE, DTHM, ISRDS	5	5	5	5	1%
	PI 2. Zero percent complaint from clients served	All faculty & staff	100%	101%	DOE, ISRDS	5	5	5	5	2%
	PI 3. Number of coaching sessions among department heads, faculty & staff ***	Dean and Dept. Heads	21	67% (n=14)	DBM, DOE, DTHM, ISRDS	4	4	4	4	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of College/department targets ***	Dean and Dept. Heads	9	111% (n=10)	DBM, DOE, DTHM, ISRDS	5	5	5	5	
	PI 5. Number of regular executive committee meetings conducted ***	College Dean	41	73% (n=30)	DBM, DOE, DTHM, ISRDS	4	4	4	4	
	PI 6: Additional Outputs									
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies *	Deans & Dept. Heads							explain here briefly why said College wide practice can be considered a best practice	2%
Total Over-all Rating										
Average Rating						4.754				

Adjectival Rating				
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Received by:

TONI MARC DARGANTES

Planning Office

Date: JUL 14 2023

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT

Date: JUL 14 2023

Recommending Approval:

BEATRIZ S. BELONIAS

VP Academic Affairs

Date: JUL 14 2023

Approved:

EDGARDO E. TULIN

President

Date: JUL 25, 2023

- \* The College target should be equal to the consolidated target of the departments under the College.
- \*\* To indicate in the remarks column the details of the targetted outputs for easy review and calibration.
- \*\*\* No percentage weight for ranking purposes since the Office of the Dean is automatically attached to the highest ranking department under him.