



**VISAYAS**  
STATE UNIVERSITY



**Department of Civil Engineering**

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

I, **GLADYS G. DOYDORA**, OIC-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 - June 2022.

**GLADYS G. DOYDORA**

Department Head

Date: 01 July 2022

**JANNET C. BENCURE**

College Dean

Date: 01 July 2022

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)			RDE Commitments***			Rating Equivalents:
			Min. FTE (2)			Research	Publication	Extension	
Department Head	1	4.0	4.0	8.0	0	0	0		5 - Outstanding
Faculty w/ Univ.	1	2.5	2.5	5.0	0	0	0		4 - Very Satisfactory
Regular Faculty (VSL)*	1	12.0	12.0	24.0	0	0	0		3 - Satisfactory
Regular Faculty (TLS)*	5	18.0	18.0	180.0	0	0	0		2 - Fair
Part time Faculty	1	10.0	10.0	20.0	0	0	0		1 - Poor
Admin Staff Members	1	0.0	0.0	0.0					
<b>TOTAL:</b>				<b>237.0</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**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



MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual		Rating				Remark
					% Accomplish ment as of 30 June 2022	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
UMFO 1.	ADVANCED EDUCATION SERVICES										
	OVPA A MFO 1. Graduate Degree Program Management Services										
	PI 1: Number of graduate degree specializations offered and monitored										
	PI 2: Total FTE monitored										
	PI 3: Percentage of students who graduated within the prescribed period										
	OVPA A MFO 2. Graduate Student Management Services										
	PI 1: Percentage of graduate students awarde with honors/distinction										
	PI 2: Percentage of graduate students advised who rated the adviser/GAC member at least very										
	PI 3: Percentage of graduate school faculty										
	a. Pursuing advanced research degree program										
	b. Actively pursuing in the last three years										
	c. Producing technologies for commercialization or livelihood improvement										
	d. whose research work resulted in an extension										
	Total Points:					Total n					
UMFO 2.	HIGHER EDUCATION SERVICES										
	OVPA A MFO 1. Curriculum Program Management Services										
	PI 1: Total FTE Monitored		Dept. Head & Faculty	500	64%	321.30	5	5	4	4.67	As of 2nd Semester, A.Y. 2021-2022
	PI 2: Percentage of undergraduate curricular program compliant to CMO approved and offered		Dept. Head & Faculty	0%							
	PI 3: Average percentage passing in licensure exam		Dept. Head & Faculty	61%	81%	49.28%	5	4	5	4.67	May 2022



[illegible]



MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual		Rating				Remark
					% Accomplish ment as of 30 June 2022	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average	
	On-line ready courseware		Dept. Head & Faculty	15	133%	20	5	5	5	5.00	*For all Regular Faculty
	Flexible instructional materials		Dept. Head & Faculty	15	313%	47	5	5	5	5.00	Faculty
	Assessment tools		Dept. Head & Faculty	60	105%	63	5	5	5	5.00	*For all Regular Faculty
	PI 11: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	17	94%	16	5	5	4	4.67	
	<b>Outcome Indicators:</b>										
	PI 12: Percentage of first-time licensure exam takers that pass the licensure exams		Dept. Head & Faculty	61%	78%	47.54%	4	4	4	4.00	29 out of 61 (May 2022)
	PI 13: Percentage of graduates (2 years prior) that are employed		Dept. Head & Faculty	85%	0%						No data gathered within the evaluation period.
	PI 14: Percentage of undergraduate students enrolled in CHED-identified and RDC-identified		Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00	
	PI 15: Percentage of undergraduate programs with accreditation		Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00	
	<b>Additional Outputs</b>										
	<b>Total Points</b>					<b>Total n</b>					
UMFO 3.	<b>RESEARCH SERVICES</b>										
	PI 1. Number of published papers in internationally indexed journals										
	<i>In refereed int'l journals</i>		Dept. Head & Faculty	1							None within the evaluation period.
	<i>In refereed nat'l journals</i>		Dept. Head & Faculty								
	<i>In institutional journals</i>		Dept. Head & Faculty								
	PI 2: Number of research outputs presented in regional/national/ int'l fora/conferences										
	<i>In int'l fora/conferences</i>		Dept. Head & Faculty								



MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual		Rating				Remark
					% Accomplishment as of 30 June 2022	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
	In nat'l fora/conferences		Dept. Head & Faculty	1							None within the evaluation period.
	In reg'l fora/conferences		Dept. Head & Faculty								
	In institutional fora/conferences		Dept. Head & Faculty								
	PI 3: Number of research projects conducted and/or completed on schedule		Dept. Head & Faculty								
	PI 4: Number of research proposals submitted/endorsed for external funding		Dept. Head & Faculty	2	50%	1	5	5	4	4.67	Engr. JCGaviola
	PI 5: Percent of research proposals approved		Dept. Head & Faculty	50%							None within the evaluation period.
	PI 6. Amount of research money generated from external funding (Thousand PHP)		Dept. Head & Faculty								
	PI 7. Amount of research money generated from institutional funding (Thousand PHP)		Dept. Head & Faculty								
	PI 8: No. of research-related awards (research conducted by faculty or student w/ faculty)		Dept. Head & Faculty								
	<b>Outcome Indicator</b>										
	PI 9: Number of research outputs in the last three years utilized by the industry or other beneficiaries		Dept. Head & Faculty								
	PI 10: Number of research outputs completed within the year		Dept. Head & Faculty	1							None within the evaluation period.
	PI 11: Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year		Dept. Head & Faculty								
	In refereed int'l journals		Dept. Head & Faculty								
	In refereed nat'l/regional journals		Dept. Head & Faculty	1							None within the evaluation period.
	PI 12. Number of research-related awards (research conducted by faculty or students with faculty)		Dept. Head & Faculty								
	<b>Total Points</b>					<b>Total n:</b>					



MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual		Rating				Remark
					% Accomplish ment as of 30 June 2022	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average	
UMFO 4.	EXTENSION SERVICES										
	PI 1: Number of person-days trained weighted by length of training	Dept. Head & Faculty	5								None within the evaluation period.
	PI 2: Number of trainings conducted	Dept. Head & Faculty	1								None within the evaluation period.
	PI 3: Number of IEC materials/techno-guides developed/used	Dept. Head & Faculty									
	PI 4: Number of beneficiaries served		1								None within the evaluation period.
	Groups	Dept. Head & Faculty									
	Individuals	Dept. Head & Faculty	5								None within the evaluation period.
	PI 5: Number of technical/expert services provided/rendered										
	Research Mentoring	Dept. Head & Faculty	1								None within the evaluation period.
	Peer reviewers/Panelists	Dept. Head & Faculty									
	Resource Person	Dept. Head & Faculty									
	Convenor/Organizer	Dept. Head & Faculty									
	Consultancy	Dept. Head & Faculty	1								None within the evaluation period.
	Evaluator	Dept. Head & Faculty									
	PI 6: Number of extension projects conducted and/or completed on schedule	Dept. Head & Faculty									
	PI 7: Number of extension proposal submitted	Dept. Head & Faculty	2								None within the evaluation period.



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MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual		Rating				Remark
					% Accomplishment as of 30 June 2022	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated		Dept. Head & Faculty	80%							No data for the 2nd Semester, A.Y. 2021-2022
	PI 6: Number of in-house seminars/trainings/workshops/reviews conducted/attended		Dept. Head & Faculty								
OVPAAs MFO 4. Program and Institutional Accrediation Services											
	PI 1: Number of degree programs which passed accreditation/evaluation at least level 1		Dept. Head & Faculty		100%	1	5	5	5	5.00	
	PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards		Dept. Head & Faculty	100%	100%	100%	5	5	5	5.00	*To all DCE Faculty and Staff
	PI 3: Degree program compliant with CHED		Dept. Head & Faculty								
	PI 4: Number of activities organized/attended/assisted/participated/facilitated		Dept. Head & Faculty								
	Additional Outputs:										
	PI 5: 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	*To all DCE Faculty and Staff
	Total Points					Total n					
UMFO 6. GENERAL ADMINISTRATION & SUPPORT SERVICES											
	PI 1: Zero percent complaint from clients served		Dept. Head & Faculty	0	0	0	5	5	5	5.00	and Staff
	Additional Outputs										
	PI 2: Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head & Faculty	1	200%	2	5	5	5	5.00	*Manual PPMP for 2023 and PPMP on STF
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head & Faculty	10	0%	0					None within the evaluation period



MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual		Rating				Remark
					% Accomplishment as of 30 June 2022	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head & Faculty	10	60%	6	5	5	4	4.67	Within the period of evaluation.
	PI 5. Number of regular executive committee meetings conducted ***		Dept. Head & Faculty	12	50%	6	5	5	4	4.67	Within the period of evaluation.
Total Points						Total n:					
Total No. of Entries:							26				
Total Over-all Rating							125.66				
Average Rating							4.83				
Adjectival Rating							Outstanding				

Received by:

  
**TONI MARC L. DARGANTES**

Planning Office

Date: 7/5/2022

Calibrated by:

  
**DANIEL LESLIE S. TAN**

Chairman, PMT

Date: JUL 22 2022

Approved:

  
**EDGARDO E. TULIN**

President

Date: 7/25/22