



**VISAYAS**  
STATE UNIVERSITY



Department of Liberal Arts and Behavioral Sciences  
**COLLEGE OF ARTS AND SCIENCES**  
VISAYAS STATE UNIVERSITY

### OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **JETT C. QUEBEC**, Head of the Department of Liberal Arts and Behavioral Sciences, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July-December 2020

**JETT C. QUEBEC**

Department Head

Date: 2-22-2021

**MA. THERESA P. LORETO**

College Dean

Date: \_\_\_\_\_

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)	Research	Publication	Extension
Department Head	1	4	11.70	1	0	0
Faculty w/ Univ. Designated Position	0	0	2.85	0	0	0
Regular Faculty (VSL)*	2	12	103.45	2	0	2
Regular Faculty (TLS)*	22	18	918.07	0	10	0
Part time Faculty	13	21	569.35	0	0	0
Admin Staff Members	3	0	0.00			
<b>TOTAL</b>			<b>1605.42</b>	<b>3</b>	<b>10</b>	<b>2.00</b>

Rating Equivalents:  
5 - Outstanding  
4 - Very Satisfactory  
3 - Satisfactory  
2 - Fair  
1 - Poor

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	Department Target	Actual		Rating				Remark (Details of the targetted output indicators with **)
				% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
<b>MFO 1</b>	<b>ADVANCED EDUCATION SERVICES (20%)</b>									
	<b>OVPI MFO 1. Graduate Degree Program Management Services</b>									

Faculty Members: GCF-GFernandez; AAP- AParmis, DI-Jimbong; RJT-RToring; JMD-JDiao; BAP-BPonce; AEG-AGnotiva; SRLM-SMartinez; JCQ-JQuebec; JSB-JBagulaya; ROB-RBalotol; AFV-AVillaroya; LAL-LLiwanag; AAP-AParmis; MGE-MGENaya; BPE-BENaya; EGF-EFernandez; DRF-DFernandez; RAB-RAbande; MEG-MEGabunada; CNR-CRola; SML-SMLubrio; PMO-PPquibulan; AVO-AOclinarla; RPC-RCapulla; DPA-DACorita; MCV-MVillas; PCD- PDomingo; GMS-GSantianes; MCP-MPascual



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) *		NONE									
	b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		NONE									
	c. producing technologies for commercialization or livelihood improvement		NONE									
	d. an extension program		NONE									
	<b>OVPI MFO 2. Graduate Student Management Services</b>											
	PI 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty	NONE									
	PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty	NONE									
	PI 3: Number of graduate degree specializations offered and monitored *	JCQ, RAB, SRLM, AAP, MVG, DPA, MCV, JCQ, CNR,	NONE	1		5.00	5.00	5.00	5.00		MS Language Teaching	
	PI 4: Total FTE coordinated, implemented & monitored*	JCQ, RAB, SRLM, AAP, MVG, DPA, MCV, JCQ, CNR	9	22.44		5.00	5.00	5.00	5.00		At least 2 per graduate faculty	
	PI 5: Percentage increase in number of graduate students enrolled *	JCQ, RAB, SRLM, AAP, MVG, DPA, MCV, JCQ, CNR	90%	95%		5.00	5.00	5.00	5.00		MSLT & MEd English	
	PI 6: Percentage increase in number of students who graduated within prescribed period *	JCQ, RAB, SRLM, AAP, MVG, DPA, MCV, JCQ, CNR	90%	95%		5.00	4.50	4.50	4.67		MSLT & MEd English	
	PI 7: Number of graduate students awarded with honors/distinction *	JCQ, RAB, SRLM, AAP, MVG, DPA, MCV, JCQ, CNR	NONE	none								
	PI 8: Number of graduate students advised *	RAB, SRLM, AAP, MVG, DPA, MCV, JCQ, CNR	2	5		5.00	5.00	5.00	5.00		MS LT and MEd English	
	PI 9: Number of instructional materials											



	On-line ready courseware	RAB, SRLM, MVG, DPA, MCV, CNR, AAP	9	9		5.00	5.00	4.50	4.83	LTNG 221, LTNG 207, LTNG 211, LTNG 212, LTNG 229, LTNG 225, LTNG 223, LTNG 209, ENGL 229
	Flexible instructional materials	RAB, SRLM, MVG, DPA, MCV, CNR	15	27		5.00	5.00	4.50	4.83	LTNG 221, LTNG 207, LTNG 212, LTNG 225, LTNG 223, LTNG 209
	Assessment tools	RAB, SRLM, MVG, DPA, MCV, CNR	114	197		5.00	5.00	4.50	4.83	LTNG 221, LTNG 207, LTNG 211, LTNG 212, LTNG 229, LTNG 225, LTNG 223, LTNG 209, ENGL 229
	PI 10: Number of virtual classrooms created and operationalized	RAB SRLM, MVG, DPA, MCV, CNR	10	16		5.00	5.00	4.50	4.83	ENGL 229, LTNG 207; LTNG 221, LTNG 211
<b>MFO 2</b>	<b>HIGHER EDUCATION SERVICES (50%)</b>									
	PI 1. Percentage of first time licensure exam takers that pass the licensure		N/A							
	PI 2. Percentage of graduates (2 years prior) that are employed *	GCF, AAP, JCQ, MAG, RAB, MGE, PCD, GMS, CNR, PPM, SML, DAP, MCV	60%	70%		5.00	5.00	4.50	4.83	AB-English Language
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		NONE							
	PI 4. Percentage of undergraduate programs with accreditations *		NONE							
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	697.00	1,605.42		5.00	5.00	5.00	5.00	Regular and Part-timers
	PI 8: Number of students advised: *									
	On thesis/ field practice/special problem	DPA; GMS, MVEG;	5	6		5.00	5.00	5.00	5.00	ABELS
	No. of approved manuscript submitted within prescribed period		none							
	On consultation	JCQ and All Faculty Members	150	400		4.50	5.00	5.00	4.83	ABELS and other students
	PI 9: Number of student organizations advised/ assisted *									
	Student organizations advised	JCQ	1	1		5.00	5.00	5.00	5.00	USSC



	Student organizations assisted on student related activities		GCF,	1	1		5.00	5.00	5.00	5.00	USCC
	PI 10: Number of instructional materials developed *										
	On-line ready courseware		Dept. Head & Faculty	25	30		4.50	5.00	5.00	4.83	SsSc14n, Comm 11, ScSc11n, ScSc 12n, Anth 11, ScSc16, Humn 15n, Humn 12, Humn 11, Soci 11, ScSc 13, ScSc 24, Phlo 11, Fling 11, Humn 13n, ELDS 122, Spch 11, ELST 111, ELSt 112, ELSt 107, Fili 11, Fling 12, Litr 135, Litr 132, ELDS 121, Elst 106, Elst 101, Elst 105, Eng 21, Elst 104
	Flexible instructional materials		Dept. Head & Faculty	70	101		5.00	5.00	5.00	5.00	SsSc14n, Comm 11, ScSc11n, ScSc 12n, Anth 11, ScSc16, Humn 15n, Humn 12, Humn 11, Soci 11, ScSc 13, ScSc 24, Phlo 11, Fling 11, Humn 13n, ELDS 122, Spch 11, ELST 111, ELSt 112, ELSt 107, Fili 11, Fling 12, Litr 135, Litr 132, ELDS 121, Elst 106, Elst 101, Elst 105, Eng 21, Elst 104
	Assessment tools		Dept. Head & Faculty	105	221		5.00	5.00	5.00	5.00	SsSc14n, Comm 11, ScSc11n, ScSc 12n, Anth 11, ScSc16, Humn 15n, Humn 12, Humn 11, Soci 11, ScSc 13, ScSc 24, Phlo 11, Fling 11, Humn 13n, ELDS 122, Spch 11, ELST 111, ELSt 112, ELSt 107, Fili 11, Fling 12, Litr 135, Litr 132, ELDS 121, Elst 106, Elst 101, Elst 105, Eng 21, Elst 104 Engl103, Engl110, CAEd152, Elng101, CAEd101, CAEd103, CAEd117, SoSt113, UCSP112, Litr 118, CAED113, CAEd 123
	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	95	163		4.50	5.00	5.00	4.83	SsSc14n, Comm 11, ScSc11n, ScSc 12n, Anth 11, ScSc16, Humn 15n, Humn 12, Humn 11, Soci 11, ScSc 13, ScSc 24, Phlo 11, Fling 11, Humn 13n, ELDS 122, Spch 11, ELST 111, ELSt 112, ELSt 107, Fili 11, Fling 12, Litr 135, Litr 132, ELDS 121, Elst 106, Elst 101, Elst 105, Eng 21, Elst 104 Engl103, Engl110, CAEd152, Elng101, CAEd101, CAEd103, CAEd117, SoSt113, UCSP112, Litr 118, CAED113, CAEd 123
	PI 11: Additional Outputs			NONE							
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 *			0.00							
	PI 2. Number of research outputs completed within the year *			0.00							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *										
	In refereed int'l journals		Dacoritay, VillasM, CapullaR, DomingoP, GCFernandez, SRMartinez, JImbong	3	10		5.00	5.00	5.00	5.00	<p>1.Acoritay, Daisy P/The Ideology and Contextual Analysis of the State of the University Address of Dr. Jose L. Bacusmo of the Visayas State University/ Journal of Critical Reviews/ VOL. 7, ISSUE 17, 2020/2020/</p> <p>2.Villas, Michael Carlo C/ "Text and/as Travel: The Self-translations of Merlie M. Alunan."/ Unitas/ 93, 2, 2020, 182-212/2020</p> <p>3.Capulla, Rose P/ The Relationship of Real Gross Domestic Product (GDP), Inflation, and Unemployment in the Philippines (1970-2011)/ International Journal of Research Studies in Education /Volume 9 Issue 2/2020</p> <p>4.Capulla, Rose P / Ang Senyas: Diskurso ng Pagkabansa mula sa mga Pangunahing Materyal na Icon Sa 29 na mga Obra ng Siningsaysay/ International Journal of Research Studies in Education/ Volume 9 Issue 8/2020</p> <p>5.Domingo, Precious/English Language Exposure of Students in Visayas State University/NOBEL: Journal of Literature and Language Teaching,/11(2)/2020; 6. 4. Imbong, Jerry D., 'Bungkalan' and the Manobo-Pulangihon tribe's resistance to corporate land-grab in Bukidnon, Mindanao, AlterNative: An International Journal of Indigenous Peoples, Abstracted SCOPUS Indexed;</p> <p>7. "The Political and Economic Vision of Pope Francis"; International Bulletin of Mission Studies, SCOPUS Indexed; 8. Imbong, Jerry D., "The Daily Life of the Poor is Death": The Poor in the Midst of Covid-19 Pandemic and the Catholic Church's Teachings on Health Care , MST Review, MST Review; 9. Social Ethics Society Journal of Applied Philosophy Special Issue, July 2020, pp. 53-72 © Guirardo C. Fernandez, Jr., PhD, &amp; Marlito Jose M. Bande, Dr.sc.agr.</p> <p>July 2020 ISSN: 2546-1885</p> <p>Anthropocentrism, Forest Loss, Corona Virus 2019 and Reforestation</p>



											10. Finding the real warriors: The case of rainforestation program adopters in Pilar, Camotes, Cebu, Labastida-Martinez, Seregena Ruth; Fernandez, Guiraldo Jr. C., International Journal of Research Studies in Education 2020 Volume 9 Number 2, 67-80
	<i>In refereed nat'l/regional journals</i>			2	NONE						
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *		Dept. Head & Faculty								
	<i>In int'l fora/conferences</i>			none	none						
	<i>In nat'l/regional fora/conferences</i>		EnayaMG, LiwanagLA, ToringR, GabunadaMV	2	3		5.00	5.00	5.00	5.00	<p>1.Enaya, Mary Grace P, Toring, Romeo Jr, Liwanag, Leslie Anne/Geomapping of Visayan Ethnographies in the Otley Beyer Collection of the Philippine National Library/42nd Annual Conference of the Ugnayan Pang-Aghamtao Inc. (UGAT) Visayas Regional Conference 2020 (Theme: Encountering Colonization and the Pandemic in the Visayas</p> <p>2.Enaya, Mary Grace P, Toring, Romeo Jr, Liwanag, Leslie Anne/ Ang Imahen at Paghiraya sa Lalawigan ng Samar Mula sa mg Artikulong Matatagpuan sa Beyer Collection ng National Library of the Philippines/ First Virtual Local Studies Conference (De La Salle Lipa-Center for Batangas Studies)</p> <p>3. Liwanag, Leslie Anne L, Gabunada, Maria Vanessa E/Ang Teorya ng Pagsasalin ni Peter Newmark: Isang Pagsusuri ng Pagsasalin sa Wikang Filipino ng "Poor Man's Love"/ "Kumperensiya sa Araling Pilipinas: Wika, Kultura, at Midya (via Zoom)," Public Conference, Filipino Department, De La Salle University-Manila, Philippines</p>
	<b>PI 5.</b> Percent of research proposals approved *		NONE								
	<b>PI 6.</b> Additional outputs*		NONE								
	No. of research-related awards (research conducted by faculty or student										



MFO 4	EXTENSION SERVICES (10%)										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Avillaroya, Efermandez	1	1		5.00	5.00	5.00	5.00	Senior Highschool Teachers within Baybay City, Leyte (DepEd)	
	PI 2. Number of trainees weighted by the length of training *		NONE								
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority	Avillaroya, Efermandez	1	1		5.00	5.00	5.00	5.00	Title of Proposal: Faculty Training for the Teaching of the Introduction to the Philosophy of the Human Person"	
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms		NONE								
	PI 5. Number of technical/expert services *									PANDEMIC	
	Research Mentoring		NONE							PANDEMIC	
	Peer reviewers/Panelists		NONE							PANDEMIC	
	Resource Persons		0.00	NONE						PANDEMIC	
	Convenor/Organizer		0.00	NONE						PANDEMIC	
	Consultancy		NONE	NONE							
	Evaluator		0.00	NONE						PANDEMIC	
	PI 8. Percent of extension proposals approved *		0.00	0%							
	PI 11. Additional outputs *										
	No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		NONE								
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 *	Dept. Head & Faculty	3	4		5.00	5.00	5.00	5.00	Beljun P. Enaya, Rose Capulla & April Rose Villaber, J-Annie Ebit	




<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>										
<b>PI 2:</b> Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	JCQuebec, RABande, BAPOnce, DRFlandez, AFVillaroya, MEGabunada	6 subs;13PTs/em	5 subs;12 PTs		5.00	5.00	5.00	5.00	The dept. followed the RSP in hiring new faculty	
<b>OVPI MFO 3. Faculty Evaluation Services</b>										
<b>PI 3:</b> Number of seminars/trainings/conventions/workshops coordinated for entire university *		0.00								
<b>PI 4:</b> Number of seminars/trainings/conventions/workshops coordinated outside of the university *		NONE								
<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	NONE							No Teaching Performance Evaluation because of pandemic	
<b>PI 6:</b> Number of in-house seminars/trainings/ workshops/reviews conducted *		NONE								
<b>PI 7:</b> Additional outputs *										
Number of faculty/staff awards/honors received related to operations support		NONE								
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
<b>PI 8:</b> 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*		NONE	NONE							
<b>MFO 6 General Admin. &amp; Support Services</b>										
<b>PI 1:</b> Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	GCFernandez	1	1		5.00	5.00	5.00	5.00		
<b>PI 2:</b> Zero percent complaint from clients served	Dept. Head & all faculty & staff	no valid complaint	no complaint		5.00	5.00	5.00	5.00		




	PI 3. Number of coaching sessions among faculty & staff**		2	7		5.00	5.00	4.50	4.83	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	JCQuebec	2	7		5.00	5.00	4.50	4.83	
	PI 5. Number of monthly/special faculty & staff meetings conducted**	JCQuebec	4	5		5.00	5.00	5.00	5.00	
	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 *	JCQuebec	0	1		5.00	5.00	50.00	5.00	MANAGEMENT OF WFH SCHEME
Total Over-all Rating						147.98				
Average Rating						4.93				
Adjectival Rating						OUTSTANDING				

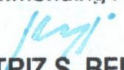
Received by:

  
**DILBERTO O. FERRAREN**  
 Planning Office  
 Date: FEB 26 2021


Calibrated by:

  
**REMBERTO A. PATINDOL**  
 Chairman, PMT  
 Date: 2/24/21

Recommending Approval:

  
**BEATRIZ S. BELONIAS**  
 Vice Pres. for Academic Affairs  
 Date: 2/24/21

Approved:

  
**EDGARDO E. TULIN**  
 President  
 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