



**VISAYAS**  
STATE UNIVERSITY

Department of Economics  
COLLEGE OF Management & Economics  
VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, Zyrá May H. Centino, head of the Department of 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 to December 2024.

*[Signature]*  
ZYRA MAY H. CENTINO  
Department Head  
Date: 7/10/24

*[Signature]*  
LILIAN B. NUNEZ  
College Dean  
Date: 7/12/24

*[Signature]*  
9/12/24



Appointment/Status	Position/Title	Number
Permanent	Professor III	1
Permanent	Assoc. Prof. V	1
Permanent	Assoc. Prof. IV	1
Permanent	Assoc Prof. 1	1
Permanent	Asst. Prof. IV	1
Permanent	Asst. Prof III	1
Permanent	Instructor I	2
Temporary	Instructor I	3

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

MFOS/PAPs	Success Indicators		Persons Responsible	Target	Actual Accomplishments (Jan-June 2024)	Rating				Remarks
						Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
	ADVANCED EDUCATION SERVICES (20%)									
MFO 1	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) *		20%	37.5% (3/8)	5	5	5	5	Preciados, Lambert, Centino
		b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		20%	63.64% (7/11)	5	5	5	5	Serino, Custodio, Preciados Galvez, Cavero, Centino, Bulayog
		c. commercialization or livelihood improvement								
		d. whose research resulted in an extension program								

	OVPI MFO 2. Graduate Student Management Services								
	PI 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty	20%	100%	5	5	5	5	
	PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty	100%	100%	5	5	5	5	MSAGEC, MSAPEC
	PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	2	2	5	5	5	5	MSAGEC, MSAPEC
	PI 4: Total FTE coordinated, implemented & monitored *	Dept. Head & Faculty	6	3.32	4	4	4	4	
	PI 5: Percentage increase in number of graduate students	Dept. Head & Faculty	5%	5%	5	5	5	5	
	PI 6: Percentage increase in number of students	Dept. Head & Faculty	5%	1%	4	4	4	4	
	PI 7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty	1	0	3	3	3	3	
	PI 8: Number of graduate students advised *	Dept. Head & Faculty	6	6	5	5	5	5	
	PI 9: Number of instructional materials developed *	Dept. Head & Faculty							
	On-line ready courseware		10	5	4	4	4	4	
	Flexible instructional materials/ supplemental		28	23	4	4	4	4	
	Assessment tools		40	20	4	4	4	4	
	PI 10: Number of virtual classrooms created and operationalized		5	8	5	5	5	5	
				Average				0.89	
MFO 2	HIGHER EDUCATION SERVICES (50%)								
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty							
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	80%	90%	5	5	5	5	
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	20%	0.00%	3	3	3	3	
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100%	100%	5	5	5	5	
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	195	185.55	5	5	5	5	
	PI 8: Number of students advised: *	Academic adviser	100	175	5	5	5	5	
	On thesis/ field practice/special problem	Case study/field practice	18	32	5	5	5	5	
	No. of approved manuscript submitted within prescribed period		18	32	5	5	5	5	
	On consultation		124	229.00	5	5	5	5	
	PI 9: Number of student organizations advised/	Dept. Head & Faculty							
	Student organizations advised		2	1	4	4	4	4	YES
	Student organizations assisted on student related activities	Faculty	2	1	4	4	4	4	YES
	PI 10: Number of instructional materials developed	Dept. Head & Faculty							
	On-line ready courseware	Dept. Head & Faculty	4	6	5	5	5	5	



	Flexible instructional materials	Dept. Head & Faculty	37	48	5	5	5	5	
	Assessment tools	Dept. Head & Faculty	66	82	5	5	5	5	
	<b>PI 10:</b> Number of virtual classrooms created and operationalized	Dept. Head & Faculty	12	14	5	5	5	5	
	<b>PI 11:</b> Additional Outputs	Dept. Head & Faculty							
	Program Accreditation/ evaluation		1	1	5	5	5	5	BSEcon
	Agency/firm/industry linkages		6	8	5	5	5	5	Students on OJT & FAO
				<b>Average</b>				<b>2.36</b>	
<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 *	Dept. Head & Faculty	4	8	5	5	5	5	
	<b>PI 2.</b> Number of research outputs completed within the year *	Dept. Head & Faculty	4	9	5	5	5	5	
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty							
	<i>In refereed int'l journals</i>		5	3	4	4	4	4	
	<i>In refereed nat'l/regional journals</i>		1	1	5	5	5	5	
	<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>		2	4	5	5	5	5	
	<i>In nat'l/regional fora/conferences</i>		1	1	5	5	5	5	
	<b>PI 5.</b> Percent of research proposals approved *	Dept. Head & Faculty	1	2	5	5	5	5	
	<b>PI 6.</b> Additional outputs*	Dept. Head & Faculty							
	No. of research-related awards (research conducted by faculty or student w/ faculty)								
	No. of journal articles or scientific papers received and reviewed as peer-reviewer								
				<b>Average</b>				<b>0.49</b>	
<b>MFO 4</b>	<b>EXTENSION SERVICES (10%)</b>								
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other	Dept. Head & Faculty	7	6	4.5	4.5	4.5	4.5	
	<b>PI 2.</b> Number of trainees weighted by the length of training *	Dept. Head & Faculty	70	90	5	5	5	5	
	<b>PI 3.</b> Number of extension programs organized and	Dept. Head & Faculty	3	1	4	4	4	4	
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and	Dept. Head & Faculty	80%	95%	5	5	5	5	
	<b>PI 5.</b> Number of technical/expert services *	Dept. Head & Faculty							
	<i>Research Mentoring</i>		2	2	4.5	4.5	4.5	4.5	
	<i>Peer reviewers/Panelists</i>		2	2	4.5	4.5	4.5	4.5	
	<i>Resource Persons</i>		3	4	5	5	5	5	

	Convenor/Organizer		1	1	4.5	4.5	4.5	4.5	
	Consultancy								
	Evaluator		2	1	4	4	4	4	
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	1	2	5	5	5	5	
	PI 11. Additional outputs *	Dept. Head & Faculty							
	No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
	Other outputs implementing the new normal due to covid 19								
				Average				0.46	
<b>MFO 5</b>	<b>Support to Operations (5%)</b>								
	<b>OVPI MFO 1. Faculty Development Services</b>								
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	2	3	5	5	5	5	Preciados, Centino, Lambert
	<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>								
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty	1	0	3	3	3	3	
	<b>OVPI MFO 3. Faculty Evaluation Services</b>								
	PI 3: Number of seminars/trainings/conventions/workshops coordinated for entire university *	Dept. Head & Faculty	3	0	3	3	3	3	
	PI 4: Number of seminars/trainings/conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	1	0	3	3	3	3	
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the	Dept. Head & Faculty	80%	80%	5	5	5	5	All faculty
	PI 6 : Number of in-house seminars/trainings/workshops/reviews conducted/ attended*	Dept. Head & Faculty	2	1	4	4	4	4	
	PI 7 : Additional outputs *	Dept. Head & Faculty							
	Number of faculty/staff awards/honors received related to operations support								
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>								
	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	Dept. Head & Faculty	Zero non-conformity	zero NC	5	5	5	5	
				Average				0.20	



<b>MFO 6</b>	<b>General Admin. &amp; Support Services</b>								
	<b>PI 1.</b> Submission of College/Department PPMP for	Dept. Head	2	3	5	5	5	5	
	<b>PI 2.</b> Zero percent complaint from clients served	Dept. Head & all faculty & staff	Zero non-conformity	zero NC	5	5	5	5	
	<b>PI 3.</b> Number of coaching sessions among faculty & staff**	Dept. Head	1	2	5	5	5	5	
	<b>PI 4.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	1	2	5	5	5	5	
	<b>PI 5.</b> Number of monthly/special faculty & staff meetings conducted**	Dept. Head	12	14	5	5	5	5	
	<b>PI 3:</b> Additional Outputs	Dept. Head & all faculty & staff							
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *								
	Percentage of NCs received and acted		0%	N/A					
	Percentage of CARs received and acted		0%	N/A					
<b>Admin Support</b>									
<b>Services</b>									
	Membership in University committees	Member		1	5	5	5	5	
	Membership in College committees	Member	1	1	4.5	4.5	4.5	4.5	
	Membership in the Department committees	Member	2	5	5	5	5	5	
Dept.Head	Number of department meetings presided		12	14	5	5	5	5	
	Number of execom meetings attended		6	6	4.5	4.5	4.5	4.5	
	Number of UAC mtgs attended								
	Prompt submission of required documents								
	Annual Report		1		3	3	3	3.0	
	Procurement Plan		1	3	5	5	5	5	
	Staff Development Plan		1	1	5	5	5	5	
	OPCR/ IPCR		10	12	5	5	5	5	
	Number of FacultyMentored		8	11	5	5	5	5	
	Number of admin staff supervised		2	2	4.5	4.5	4.5	4.5	
	Number of department activities supervised		3	4	5	5	5	5	
	Number of faculty members for study leave		2	3	5	5	5	5	
	Number of supervisory plans prepared and submitted		1	2	5	5	5	5	
	Number of coaching and mentoring reports		2	2	5	5	5	5	
	Number of class observation conducted		8	11	5	5	5	5	
				<b>Average</b>				<b>0.24</b>	

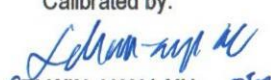
Total Over-all Rating								350.14	
Average Rating								4.64	
Adjectival Rating								0	

Received by:

  
**TONI MARC L. DARGANTES**  
 Planning Office

Date: **JUL 15 2024**

Calibrated by:

  
**ELWIN JAY V. YU** *09/04/24*  
 Chairman, PMT

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

Approved:

  
**PROSE IVY G. YEPES**  
 University President

Date: 09/04/24

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To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

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No percentage weight for ranking purposes since these are activities only expected to be performed at the department level