



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 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 2022**.

JETT C. QUEBEC

Department Head

Date: December 19, 2022

MA. THERESA P. LORETO

College Dean

Date: **DEC 23 2022**

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

Personnel	Nu	Min. FTE (2)	Total FTE (1x)	Research	RDE Commitments***	Extension
Department Head	1	4	9.6	2	0	1
Faculty w/ Univ. Designated Position	1	5	15.3	0	0	1
Regular Faculty (VSL)*	2	12	60.0	2	0	2
Regular Faculty (TLS)*	27	18	725.6	4	6	4
Part time Faculty	21	21	979.3	0	0	0
Admin Staff Members	3	0	0.0			
TOTAL			1789.74	8	6	8

Rating
Equivalents:
5 -
Outstanding
4 - Very
Satisfactory
3 -
Satisfactory

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 Accomplishments		Rating				Remark (Details of the targetted output indicators)
				% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
MFO 1	ADVANCED EDUCATION SERVICES (20%)									
	OVPI MFO 1. Graduate Degree Program Management Services									

Faculty Members: GCF-GFernandez; JDI-Jimbong; RJT-RToring; JMD-JDiao; BAP-BPOnce; AEG-AGenotiva; SRLM-SMartinez; JCQ-JQuebec; JSB-JBeguaya; ROB-RBolatol; AFV-AVilleroya; LAL-LLiwanag; AAP-AParmis; MGE-MGEnaya; BPE-BEEnaya; EGF-EFernandez; DRF-DFlandez; RAB-RABande; MEG-MEGabunada; CNR-CRola; SML-SMLubrio; PMO-PPquibulan; AVO-AOclinaris; RPC-RCapulla; DPA-DAcortay; 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								
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	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.	whose research resulted in an extension program		NONE							
OVPI MFO 2. Graduate Student Management Services											
	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	1	1	MSLanguage Teaching	5.0	5.0	5.0	5.00	
	PI 4: Total FTE coordinated, implemented & monitored*		JCQ, RAB, SRLM, AAP, MVG, MCV, JCQ, CNR	9	9.23	LTNG 205, ENGL 232, LTNG 218, LTNG 207, LTNG 299, LTNG 214, LTNG 212, LTNG 216, ENGL 229, LTNG 205, LTNG 209, LTNG 211	5.0	5.0	4.0	4.67	
	PI 5: Percentage increase in number of graduate students enrolled *		AAP, MVG, MCV, JCQ, CNR	50%	53.84%						
	PI 6: Percentage increase in number of students who graduated within prescribed period *		JCQ, RAB, SRLM, AAP, MVG, DPA, MCV, JCQ, CNR	50%	N/A						
	PI 7: Number of graduate students awarded with honors/distinction *			NONE	NA						
	PI 8: Number of graduate students advised *		SRLM, AAP	2	5	MAgDev & MSLT & MEd English	5.0	5.0	5.0	5.00	
	PI 9: Number of instructional materials developed *										
	On-line ready courseware		MVG, DPA, MCV, CNR,	2	NONE						

	Flexible instructional materials	RAB, SRLM, AAP, MVG, MCV, CNR,	10	15	LTNG 205, ENGL 232, LTNG 218, LTNG 207, LTNG 299, LTNG 214, LTNG 212, LTNG 216, ENGL 229, LTNG 205, LTNG 209, LTNG 211	5.0	5.0	5.0	5.00	
	Assessment tools	RAB, SRLM, AAP, MVG, DPA, MCV, CNR,	10	15	LTNG 205, ENGL 232, LTNG 218, LTNG 207, LTNG 299, LTNG 214, LTNG 212, LTNG 216, ENGL 229, LTNG 205, LTNG 209, LTNG 211	5.0	5.0	5.0	5.00	
	PI 10: Number of virtual classrooms created and operationalized	RAB, SRLM, AAP, MVG, DPA, MCV, CNR, JCQ, SML	7	12	LTNG 205, ENGL 232, LTNG 218, LTNG 207, LTNG 299, LTNG 214, LTNG 212, LTNG 216, ENGL 229, LTNG 205, LTNG 209, LTNG 211	5.0	5.0	5.0	5.00	
MFO 2	HIGHER EDUCATION SERVICES (50%)									
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		N/A							
	PI 2. Percentage of graduates (2 years prior) that are employed *		NA							
	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	724 per semester	1789.74	Regular and Part-timers	5.0	5.0	5.0	5.00	1st semester Sy 2022-23
	PI 8: Number of students advised: *	Dept. Head & Faculty								
	On thesis/ field practice/special problem	Language and Humanities Teachers	20	51	ABELS	5.0	5.0	4.0	4.67	
	No. of approved manuscript submitted within prescribed period	GCF, AAP, JCQ, MAG, RAB, MGE, PCD, GMS, CNR, SML,	1	NA						for 2nd sem 2022-2023
	On consultation	All Faculty Members	100	60	Students and Thesis Advisees	5.0	5.0	4.0	4.67	
	PI 9: Number of student organizations advised/ assisted *									
	Student organizations advised	JCQuebec, CNRola,	1	4	USSC, ABELS Society, Truth Seekers & Debate Society	5.0	5.0	5.0	5.00	

	Student organizations assisted on student related activities	Faculty	1	2	ABELS Society and Truth Seekers	5.0	5.0	5.0	5.00	DLABS Anniversary Celebration & English Month
	PI 10: Number of instructional materials developed *									
	On-line ready courseware	Dept. Head & Faculty	10	38	GE Courses, ABELS and ABPhilo courses	5.0	5.0	5.0	5.00	
	Flexible instructional materials	Dept. Head & Faculty	20	320	GE Courses, ABELS and ABPhilo courses	5.0	5.0	5.0	5.00	
	Assessment tools	Dept. Head & Faculty	20	348	GE Courses, ABELS and ABPhilo courses	5.0	5.0	5.0	5.00	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	50	28	GE Courses, ABELS and ABPhilo courses	5.0	5.0	5.0	5.00	for 1st sem 2022-2023
	PI 11: Additional Outputs	Dept. Head & Faculty								
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 *	Dept. Head & Faculty								
	PI 2. Number of research outputs completed within the year *	BAPonce, JCQuebc, AEGenotiva	1	1	on-going	5.0	5.0	4.0	4.67	Ethno-Linguistic Study of Minamanwa, Its Challenges and Changes Overtime
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within									

	<i>In refereed int'l journals</i>	RBande, MGabunada, GGPajares, KTJuanillo, JBBantasan	2	6	1. Bande, Rhodora. The Impact of Integrated Crop Management (ICM) on the Income of Small-scale Vegetable Farmers in Cabintan, Ormoc City, Leyte Science and Humanities Journal 2. Bantasan, Jade Brachiel. Teaching Speech Communication: Study Guide Services for Science and Education – United Kingdom; Aug. 25, 2022; 3. Pajares, Glenn. Transnationalism in Relation to English Assessment Practices in Central Philippine Senior High Schools in the book: Transnational English Language Assessment Practices in the Age of Metrics published by Routledge on December 26, 2022 4. Pajares, Glenn. Language Learning Assessment and Transnationalism in Central Philippine Higher Educational Institutions in the book: Transnational English Language Assessment Practices in the Age of Metrics published by Routledge on December 26, 2022 5. Gabunada, Maria VAnessa. Vol 95 No 3 – Cultural Recognition and/or Misrepresentation: The Narratives of Cebuano Literature Translation Projects. November 2022 6. Juanillo, Kay. The Search for Truth: An Analysis of the Derivational Affixes Found in the Selected Poems of Fernando A. Bernardo's The Silent Voice of Your Soul. SALEE: Study of Applied Linguistics and English Education 3 (1), 13-22	5.0	5.0	5.0	5.00	
	<i>In refereed nat'l/regional journals</i>	KJuanillo	2	1	The Analysis of Cohesive Devices in the Selected Poems of Nick Joaquin	5.0	5.0	5.0	5.00	
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty								
	<i>In int'l fora/conferences</i>	Avillaroya, GGPajares	1	2	1. Religious Unfreedom: Medication and Covid 19" 1st National Multidisciplinary Research Conference Nov 11, 2022; 2. 4th SEPI National Multidisciplinary Hybrid Conference held on November 4-6, 2022 at the Holy Child Central Colleges, Inc (HCCC) in Surallah, South Cotabato Title of paper: "Catholic Media Ethics and its Role in Combating Disinformation in the Philippines"	5.0	5.0	5.0	5.00	
	<i>In nat'l/regional fora/conferences</i>		1	NONE						
	PI 5. Percent of research proposals approved *	BAPonce, Jquebec, Agenotiva	25%	100%	Ethno-Linguistic Study of Minamanwa, Its Challenges and Changes Overtime	5.0	5.0	5.0	5.00	

	PI 6. Additional outputs*									
	No. of research-related awards (research conducted by faculty or student w/ faculty)									
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 *	BAPOnce, AGenotiva, MVillas, DRFlandez	1	2	DepEd - Baybay Division & DepEd- Sogod, So. Leyte	5.0	5.0	5.0	5.00	
	PI 2. Number of trainees weighted by the length of training *		20	NONE						
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Efernandez, Jquebec, Avillaroya, BAPOnce, Agenotiva, Dflandez	2	2	1. "Saving Minamanwa: An Initiative to Preserve Minamanwa and the Mamanwa Indigenous Knowledge System and Practices"; 2. "Capacity Building for the Teaching of the Introduction to the Philosophy of the Human Person"	5.0	5.0	5.0	5.00	
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*		none							
	PI 5. Number of technical/expert services *	Dept. Head & Faculty								
	Research Mentoring		NONE							
	Peer reviewers/Panelists		1	NONE						
	Resource Persons/Plenary Speaker	MCVillas, AVillaroya, JBantasan, JCQuebec	1	5	1. Pagbansay-bansay: A Review of the Local Languages and Literatures of Region 8 (Bienvenido Lumbera Remembrance) [UP Visayas Tacloban College Leyte Samar Heritage Center, Division of Humanities, and Sentro ng Wikang Filipino]; 2. Radyo Siday Documentary [UP Visayas Tacloban College Leyte Samar Heritage Center and Division of Humanities]; 3. Research Exposition of Language and Philosophy, November 23,2022 DLABS Auditorium Visayas State University Baybay City, Leyte; 4.Integrating the Rainforesation Farming Approach into the DepED-Als Curriculum in Negros, Philippines" Nov 9-11, 2022; 5. 1st National Multidisciplinary Research Conference (NMRC) 2022 of CHED Scholarships for Graduate Studies-Local Scholars' Association (CHED SGS-LSA, Inc.) Inc., 09-11 November 2022.	5.0	5.0	5.0	5.00	
	Convenor/Organizer		1	NONE						
	Consultancy		NONE							
	Evaluator		NONE							

	PI 8. Percent of extension proposals approved *	BAPonce, AGenotiva, MVillas, DRFlandez, Efernandez, JMDiao, AFVillaroya	1	2	1. "Saving Minamanwa: An Initiative to Preserve Minamanwa and the Mamanwa Indigenous Knowledge System and Practices"; 2. "Capacity Building for the Teaching of the Introduction to the Philosophy of the Human Person"	5.0	5.0	5.0	5.00	
	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	1	6	BEEnaya, JImbong, AVillalber, RCapulla, MGENaya, MCPascual	5.0	5.0	5.0	5.00	RCapulla reinstated effective Dec. 1, 2022
	OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Head and DPC	1 sub;15 PTs/sem	4 reg-temp; 2 sub; 25 part-time	effective 1st sem 2022-2023	5.0	5.0	5.0	5.00	
	OVPI MFO 3. Faculty Evaluation Services									
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *		NONE							
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *		NONE							
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	95%	NA						No TPES results yet for 1st sem 2022-2023
	PI 6 : Number of in-house seminars/trainings/ workshops/reviews conducted *		1	NONE						
	PI 7 : Additional outputs *									
	Number of faculty/staff awards/honors received related to operations support		NONE							
	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 & Faculty	No NC	with 1 CAR	late submission of Grade sheets	5.0	5.0	5.0	4.67	

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	1	1	PPMP for 2023	5.0	5.0	5.0	5.00	
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	no valid complaint	no valid complaint		5.0	5.0	5.0	5.00	
	PI 3. Number of coaching sessions among faculty & staff**	JC Quebec	5	1	1 faculty with Satisfactory rating in TPES	5.0	5.0	5.0	5.00	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	JC Quebec	5	1		5.0	5.0	5.0	5.00	
	PI 5. Number of monthly/special faculty & staff meetings conducted**	JC Quebec	8	6	Faculty, DPC and other meetings	5.0	5.0	5.0	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 *	JC Quebec	1	1.00	Consultative Management. Faculty are involved and consulted regarding decisions that affect the management and conduct of department activities.	5.0	5.0	5.0	5.00	
	PI4: Response to NCs and CARs issuances									
	Percentage of NCs received and acted	JCQuebec	0%	NONE						
	Percentage of CARs received and acted	JCQuebec	0%	100%		5.0	5.0	5.0	5.00	
Total Over-all Rating						163.3				
Average Rating						4.95				
Adjectival Rating						OUTSTANDING				

Received by:

TONI MARC L. DARGANTES

Planning Office

Date: 14/23/2022

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT

Date: JAN 04 2023

Approved:

EDGARDO E. TULIN

President

Date: 1/5/2023

- * 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