

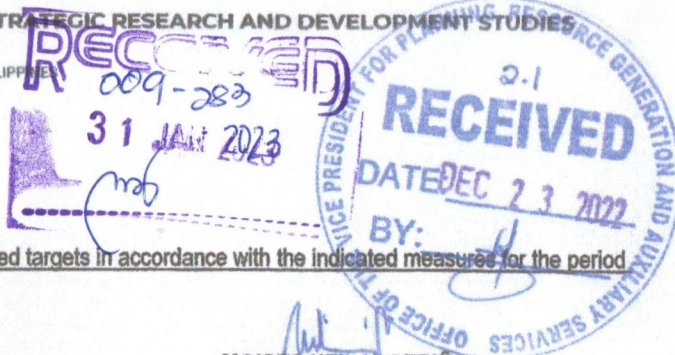


VISAYAS
STATE UNIVERSITY



INSTITUTE FOR STRATEGIC RESEARCH AND DEVELOPMENT STUDIES

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OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **Lilian B. Nuñez**, Director, Institute for Strategic Research and Development Studies, committed to deliver and agreed to be rated on the attained targets in accordance with the indicated measures for the period **January - December 2022**.

LILIAN B. NUÑEZ
Director, ISRDS

Date: **Dec. 23, 2022**

MOISES NEIL V. SERINO

College Dean

Date: **12/23/22**

| INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE): | | | | Total FTE | RDE Commitments*** | |
|---|---------------|--------------|--------------|-----------|--------------------|-------------|
| Personnel | Number (1) | Min. FTE (2) | (1x2) | | Research | Publication |
| Director | 1 | 12.50 | 12.50 | | 3.0 | 1 |
| Faculty w/ Univ. Designated Position | 1 | 12.50 | 12.50 | | 2.0 | |
| Regular Faculty (VSL)* | 2 | 12.50 | 25.00 | | 2.0 | 1 |
| Regular Faculty (TLS)* | 0 | 0 | 0.00 | | 0.0 | |
| Research & Extension Staff Members (permanent) | 2 | 0 | 0.00 | | 0.0 | |
| Administrative Staff Members | 3 | 0 | 0.00 | | 0.0 | |
| TOTAL | 9 | | 50.00 | | 7.0 | 2 |

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 (Place Performance Indicators under Research (UMFO 3) and extension (UMFO 4).

| MFO No. | | Success/Performance Indicator (PI) | Units/ Persons Responsible | Unit Target | Actual Accomplishments | | Rating | | | | Remark (Details of the targetted output indicators with **) |
|--------------|----------|--|----------------------------------|-------------|-------------------------------------|-------------------------------------|---------|------------|------------|---------|---|
| | | | | | Accomplishments JANUARY-DECEMBER | | Quality | Efficiency | Timeliness | Average | |
| MFO 1 | | ADVANCED EDUCATION SERVICES (40%) | | | Actual | Details | | | | | 4.62 |
| | | 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: | | | | | | | | | |
| | | a. pursuing advanced research degree program (Ph.D) * | Tabada, MATW | 25% | 100% | 1 of 4 faculty members pursuing PhD | 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) | Nunez, LB Tabada, MAT Delima, GA Galgo, CR/ Canaras, MI | 75% | 100% | All 4 faculty members | 5 | 5 | 5 | 5 | |
| | c. | producing technologies for commercialization or livelihood improvement | | | | | | | | | |
| | d. | whose research resulted in an extension program | Faculty members | 50% | 100% | | 5 | 5 | 5 | 5 | |
| OVPI MFO 2. Graduate Student Management Services | | | | | | | | | | | 4.24 |
| | PI 1: Percentage of graduate students enrolled in research degree programs * | | 4 Faculty members | 100% | 100% | 13 enrollees; all programs are research degree programs. | 4.5 | 4.5 | 4.5 | 4.5 | |
| | PI 2: Percentage of accredited graduate programs * | | 4 Faculty members | 100% | 100% | MSDevSoc (Level 2); MSLAM, MLAM (Level 1) | 5 | 5 | 5 | 5 | |
| | PI 3: Number of graduate degree specializations offered and monitored * | | 4 Faculty members | 3 | 3 | MSDevSoc; MSLAM, MLAM | 5 | 5 | 5 | 5 | |
| | PI 4: Total FTE coordinated, implemented & monitored* | | 4 Faculty members | 10.00 | 6.72 | 2nd Sem 2021-2022 = 2.08 1st Sem 2022-2023 = 3.92 | 2 | 2 | 2 | 2 | |
| | PI 5: Percentage increase in number of graduate students enrolled * | | 4 Faculty members | 31% | 31% | 4 students added to 13 | 5 | 5 | 5 | 5 | |
| | PI 6: Percentage increase in number of students who graduated | | 4 Faculty members | 23% | 15.4% | 2 of 13 students | 2 | 2 | 2 | 2 | |
| | PI 7: Number of graduate students awarded with honors/distinction * | | | | | | | | | | |
| | PI 8: Number of graduate students advised * | | 4 Faculty members | 10 | 11 | Delima-2; Galgo-2; Nunez-3; Tabada-4 | 5 | 5 | 5 | 5 | |
| | PI 9: Number of instructional materials developed * | | | | | | | | | | |
| | On-line ready courseware | | 4 Faculty members | 5 | 12 | | 5 | 5 | 5 | 5 | |
| | Flexible instructional materials/Supplemental learning resources | | 4 Faculty members | 5 | 40 | 2nd Sem 2021-2022 = 6 courses taught | 5 | 5 | 5 | 5 | |
| | Assessment tools | | 4 Faculty members | 20 | 24 | 1st sem 2022-2023 = 6 courses taught | 5 | 5 | 5 | 5 | |
| | Number of virtual classrooms created and operationalized | | 4 Faculty members | 5 to be revised | 12 | | 5 | 5 | 5 | 5 | |
| P1 10: Additional Outputs: | | | | | | | | | | | |
| A.8. Other outputs implementing the new normal due to COVID-19 | | | | | | | | | | | |

| | | | | | | | | | | |
|--------------|---|-------------------|-------|-------|--|---|---|---|------|---|
| | Number of academe/industry linkages | 4 Faculty members | 1 | 7 | >Wageningen Univ., Ateneo de Manila University, USC; KU Leuven; VUB; Ghent Univ.; UHasselt | 5 | 5 | 5 | 5 | |
| | Number of student organizations created | Delima Galgo | 1 | 0 | One org. for all degree programs | 1 | 1 | 1 | 1 | Has only few graduate students and are working full time. The graduate students are organized by OGS. |
| MFO 2 | HIGHER EDUCATION SERVICES (20%) | | | | | | | | | (363) |
| | PI 1: Percentage of first time licensure exam takers that pass the licensure exams * | | NA | NA | No undergraduate program | | | | | |
| | PI 2: Percentage of graduates (2 years prior) that are employed * | | NA | NA | | | | | | |
| | PI 3: Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs * | | NA | NA | | | | | | |
| | PI 4: Percentage of undergraduate programs with accreditations * | | NA | NA | | | | | | |
| | PI 5: Total FTE, coordinated, implemented and monitored * | | NA | NA | | | | | | |
| | A9: Actual Faculty's FTE | | 36.00 | 32.25 | 2nd Sem 2021-2022 = 15.16 1st Sem 2022-2023 = 17.1 | 4 | 3 | 4 | 3.67 | |
| | A10: Number of grade sheets submitted within prescribed period | 4 Faculty members | 20 | 18 | 2nd Sem 2021-2022 = 12 1st Sem 2022-2023 = 6; semester ongoing | 4 | 3 | 4 | 3.67 | |
| | A12: Number of trainings attended related to instruction | | 5 | 12 | | 5 | 5 | 5 | 5 | |
| | PI 8: Number of students advised: * | | | | | | | | | |
| | On thesis/ field practice/special problem | | 0 | 2 | BSAB; BSEcon | 5 | 5 | 5 | 5 | |
| | No. of approved manuscript submitted within prescribed period | | 0 | 2 | BSAB; BSEcon | 5 | 5 | 5 | 5 | |
| | On consultation | | 50 | 175 | Instruction-related concerns | 5 | 5 | 5 | 5 | |
| | PI 9: Number of student organizations advised/ assisted * | | | | | | | | | |
| | Student organizations advised | | | | | | | | | |
| | Student organizations assisted on student related activities | | | | | | | | | |
| | PI 10: Number of instructional materials developed * | | | | | | | | | |
| | On-line ready courseware | 4 Faculty members | 4 | 5 | | 5 | 5 | 5 | 5 | |
| | Flexible instructional materials | 4 Faculty members | 10 | 25 | Scio 11; ABMg 105; AgSc 123; Soci11; | 5 | 5 | 5 | 5 | |

| | | | | | | | | | | | |
|--------------|---|--|------------------------------|-----------------|-------|---|-----|-----|-----|-----|-------|
| | Assessment tools | | 4 Faculty members | 20 | 20 | Sco11; 1st semester 2022-2023 ongoing | 4.5 | 4.5 | 4.5 | 4.5 | |
| | Number of virtual classrooms created and operationalized | | 4 Faculty members | 4 to be revised | 6 | | 5 | 5 | 5 | 5 | |
| | PI 11: Additional Outputs (teaching of 1 senior high school subject) | | | | | | | | | | |
| | Actual FTE | | Galgo, CR | 4.00 | 0 | No assignment from VSUIHS | 1 | 1 | 1 | 1 | |
| | Flexible learning materials | | Galgo, CR | 5 to be revised | 0 | | 1 | 1 | 1 | 1 | |
| | Assessment tools | | Galgo, CR | 2 | 0 | | 1 | 1 | 1 | 1 | |
| | Virtual classroom | | Galgo, CR | 1 to be revised | 0 | | 1 | 1 | 1 | 1 | |
| MFO 3 | RESEARCH SERVICES (10%) | | | | | | | | | | (3.6) |
| | PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries * | | Nunez, LB Tabada, MATW | 2 | 2 | Sand and Gravel; SRA | 4.5 | 4.5 | 4.5 | 4.5 | |
| | PI 2. Number of research outputs completed within the year * | | All Staff | 3 | 4 | DRR, Food, SRA, FLRP | 5 | 5 | 5 | 5 | |
| | PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) * | | | | | | | | | | |
| | <i>In refereed international journals</i> | | 4 Faculty members | 1 | 1 | 1 published Jan 2022, 1 on process | 5 | 5 | 5 | 5 | |
| | <i>In refereed national/ regional journals</i> | | 4 Faculty members | 1 | 0 | | 1.5 | 1.5 | 1.5 | 1.5 | |
| | No. of research proposals submitted/endorsed for external funding | | All Staff | 1 | 2 | Nunez, Delima | 5 | 5 | 5 | 5 | |
| | PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences * | | | | | | | | | | |
| | <i>In international fora/conferences</i> | | 4 Faculty members | 1 | 0 | | 1 | 1 | 1 | 1 | |
| | <i>In national/ regional fora/ conferences</i> | | 4 Faculty members | 2 | 0 | | 1 | 1 | 1 | 1 | |
| | PI 5. Percent of research proposals approved * | | All Staff | 2 | 2 | Nunez, Delima | 5 | 5 | 5 | 5 | |
| | PI 12. No. of research collaboration/partnership with LGUs | | Researchers | 1 | 3 | Baybay, Inopacan, Ormoc | 5 | 5 | 5 | 5 | |
| | PI 29. No. of publications qualified for VSU publication incentive award | | Researchers | 2 | 1 | Delima (under review) | 3 | 3 | 3 | 3 | |
| | Additional outputs* | | | | | | | | | | |
| | No. of research-related awards (research conducted by faculty or student w/ faculty) | | | | | | | | | | |
| MFO 4 | EXTENSION SERVICES (20%) | | | | | | | | | | |
| | PI 1. Number of person-days trained weighed by length of training | | R&E Staff | 200 | 1,066 | BIDANI - 1,048 BDC - 5 COLLABDev - 13 | 5 | 5 | 5 | 5 | |

| | | | | | | | | | | | |
|--|--------------------------|--|-----------|--------|---------|--|---|---|---|---|--|
| PI 2. Number of trainings conducted | | | R&E Staff | 2 | 12 | BIDANI - 10 BDC - 1 COLLABDev - 1 | ✓ | ✓ | ✓ | ✓ | |
| PI 3. Number of IEC materials/technoguides developed | | | R&E Staff | 2 | 20 | BIDANI-BMIS-13; BIDANI-PNEA-7 | ✓ | ✓ | ✓ | ✓ | |
| PI 4. Number of beneficiaries served | | | R&E Staff | | | | | | | | |
| | Groups | | | 2 | 23 | BIDANI-PNEA-7 BIDANI-BMIS-10 COLLABDev-3 LRLGU-2 BDC-1 | ✓ | ✓ | ✓ | ✓ | |
| | Individuals | | | 200 | 1,007 | BIDANI-PNEA-865 BIDANI-BMIS-92 COLLABDev-45 BDC-5 | ✓ | ✓ | ✓ | ✓ | |
| PI 5. Number of technical/expert services * | | | R&E Staff | | | | | | | | |
| | Research Mentoring | | | 2 | 0 | | 1 | 1 | 1 | 1 | |
| | Peer reviewers/Panelists | | | 1 | 2 | Tabada-ISS | ✓ | ✓ | ✓ | ✓ | |
| | Resource Persons | | | 1 | 19 | Eduillanes-5 Nunez-6 Tabada-8 | ✓ | ✓ | ✓ | ✓ | |
| | Convenor/Organizer | | | 1 | 2 | Tabada-1 Galgo-1 | ✓ | ✓ | ✓ | ✓ | |
| | Consultancy | | | 1 | 0 | | 1 | 1 | 1 | 1 | |
| | Evaluator | | | 1 | 14 | Tabada-10Nunez-2Delima-2 | ✓ | ✓ | ✓ | ✓ | |
| PI 6. Number of extension projects conducted and/or completed on schedule | | | R&E Staff | 3 | 5 | BIDANI, LRLGU, COLLABDev, BDC, MAGPANGUAPA | ✓ | ✓ | ✓ | ✓ | |
| PI 7. Number of extension proposals submitted | | | R&E Staff | 2 | 4 | BIDANI, COLLABDev, BDC, MAGPANGUAPA | ✓ | ✓ | ✓ | ✓ | |
| PI 8. Percent of extension proposals approved | | | R&E Staff | 100 | 100 | BIDANI, COLLABDev, BDC, MAGPANGUAPA | ✓ | ✓ | ✓ | ✓ | |
| PI 9. Amount of extension money generated from external funding | | | R&E Staff | 50,000 | 210,000 | Trainings funded by partners: BMIS - P110,000 PNEA - P100,000 | ✓ | ✓ | ✓ | ✓ | |
| PI 10. Amount of extension money generated from institutional funding | | | R&E Staff | 50,000 | 280,000 | BIDANI-80,000 COLLABDev-100,000 BDC-50,000 MAGPANGUAPA-50k | ✓ | ✓ | ✓ | ✓ | |
| PI 11. Number of extension-related awards (extrn. conducted by faculty or student & faculty) * | | | R&E Staff | 0 | 2 | BIDANI (R&D review Levels 2&3) | ✓ | ✓ | ✓ | ✓ | |

| | | | | | | | | | | |
|--------------|---|-------------------|-----|------|--|-----|-----|-----|-----|------|
| | PI 12. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities * | R&E Staff | 4 | 14 | Inopacan, Hindang, Ormoc, Baybay, Villaba, AER, NRC, ELAC, BDA, 2 Nutripak POs, BNS Assoc., NNC-8, VYM | 5 | 5 | 5 | 5 | |
| | PI 14. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs * | R&E Staff | 3 | 5 | BIDANI, LRLGU, COLLABDev, BDC, MAGPANGUAPA | 5 | 5 | 5 | 5 | |
| | PI 15. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance* | R&E Staff | 95% | 90% | | 4.5 | 4.5 | 4.5 | 4.5 | |
| | Additional outputs * | | | | | | | | | |
| | PI 17. Number of extension delivery services conducted/coordinated/participated: field demo, field days, agri-exhibit, techno forum, techno festival | R&E Staff | 0 | 2 | COLLABDev 2nd National Summit; PNEA Regional Nutrition Action Plan (RNAP) Formulation | 5 | 5 | 5 | 5 | |
| MFO 5 | Support to Operations (5%) | | | | | | | | | 4.66 |
| | OVPI MFO 1. Faculty Development Services | | | | | | | | | |
| | PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted * | Tabada, MATW | 1 | 1 | Tabada, MAWT (PhD Sociology) | 5 | 5 | 5 | 5 | |
| | OVPI MFO 2. Faculty Recruitment/Hiring Services | | | | | | | | | |
| | PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards * | Nunez, LB | 1 | 1 | Caparas, MJA (Instructor I) | 5 | 5 | 5 | 5 | |
| | OVPI MFO 3. Faculty Evaluation Services | | | | | | | | | |
| | PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university * | All Staff | 1 | 3 | CME Anniversary, Gender & DRR Governance; 50th Martial Law Commemoration | 5 | 5 | 5 | 5 | |
| | PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university * | All Staff | 1 | 1 | | 3 | 3 | 3 | 3 | |
| | PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated * | 4 Faculty members | 80% | 100% | | 5 | 5 | 5 | 5 | |
| | PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted or attended* | All Staff | 1 | 4 | Webinar on RA 11032; 2021 Yearend Performance Review Workshop; Blended Learning, Annual IHR | 5 | 5 | 5 | 5 | |

| | | | | | | | | | | |
|--|--|--------------------------|-----------|------|---|-----|-----|-----|-----|------|
| PI 7: Additional outputs * | | | | | | | | | | |
| Number of faculty/staff awards/honors received related to operations support | | | | | | | | | | |
| OVPI MFO 4. Program and Institutional Accreditation Services | | | | | | | | | | |
| PI 1. Number of degree programs subjected to accreditation | | 4 faculty members | 3 | 3 | 3 programs submitted to CHED-COPC evaluation | 5 | 5 | 5 | 5 | 4.75 |
| Number of packaged documents prepared | | | 3 | 3 | COPC evaluation tools accomplished | 4.5 | 4.5 | 4.5 | 4.5 | |
| PI 2. Number of degree programs which passed accreditation/evaluation at least level 1 | | All Staff | 1 | 1 | MSDevSoc accorded Level 2 accreditation | 4.5 | 4.5 | 4.5 | 4.5 | |
| 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* | | All Staff | 90% | 90% | | 4.5 | 4.5 | 4.5 | 4.5 | |
| Response to 5 Opportunities for Improvement (OFIs) | | Nunez, LB Gonzaga, EA | 100% | 100% | 1st quarter of 2022 | 5 | 5 | 5 | 5 | |
| Submission of Status Report (FM-QAC-22) for OFIs | | Nunez, LB Gonzaga, EA | 100% | 100% | 1st quarter of 2022 | 5 | 5 | 5 | 5 | 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* | | Gonzaga, EA | 4 | 4 | ISRDS and extension projects | 5 | 5 | 5 | 5 | |
| PI 2. Zero percent complaint from clients served | | All Staff | 90% | 100% | | 5 | 5 | 5 | 5 | |
| PI 3. Number of coaching sessions among faculty & staff** | | Nunez, LB | 18 | 18 | 1-3 per staff | 5 | 5 | 5 | 5 | |
| PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets** | | Nunez, LB | 2 | 2 | Cascading of targets and monitoring of accomplishments for OPCR | 4.5 | 4.5 | 4.5 | 4.5 | |
| PI 5. Number of monthly/special faculty & staff meetings conducted** | | All Staff | 14 | 14 | 8 staff meetings; 6 faculty meetings | 5 | 5 | 5 | 5 | |
| Administrative and facilitative services | | Admin. Aides | 100/month | 100 | Messengerial services | 5 | 5 | 5 | 5 | |
| PI 3: Additional Outputs | | | | | | | | | | |
| Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies * | | | | | | | | | | |
| >Monthly meeting (reporting by committee & staff); >Improved communication through Messenger platform >Destressing through gardening | | | | | | | | | | |

