

Office Performance Commitment and Review Form (OPCR) 2024

ANNEX A



Republic of the Philippines
CAGAYAN STATE UNIVERSITY
Carig Campus, Tuguegarao City, Cagayan

OFFICE PERFORMANCE COMMITMENT AND REVIEW FORM (OPCR)

I, JOHN MICHAEL B. CASIBANG, UNIVERSITY DEAN of the College of Engineering and Architecture, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period (Rating Period : January - June 2024).



DR. ROSEMARIE C. CABAÑA
Campus Director for Academic Affairs



DR. EMER T. QUEZON
Campus Director for RDE



PROF. DENIS V. POLICAR
Campus Director of Partnership & Resource Mobilization



DR. MAC GIOVANNI LAGUNDI
Campus Director for Administrative Affairs

JOHN MICHAEL B. CASIBANG
Employee

Date: _____

REVIEWED BY	DATE	APPROVED BY	DATE
		 Engr. ROGER P. RUMPO, MS Chairperson PMT/Campus Executive Officer	

R	5 – Outstanding	- performance exceeded expectation by 30% and above of planned target
A	4 – Very Satisfactory	- performance exceeded expectations by 15% to 29% of planned targets
T	3 – Satisfactory	- performance met 90% to 114% of the planned targets
I	2 – Unsatisfactory	- performance only met 51% to 89% of planned targets and failed to deliver one or more critical aspects of the targets
N		
G	1 – Poor	- performance failed to deliver most of the targets by 50% and below

MFO/PAP	SUCCESS INDICATORS (TARGET + MEASURE)	ALLOTTED BUDGET	DIVISION/ INDIVIDUALS ACCOUNTABLE	ACTUAL ACCOMPLISHMENTS	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
CORE FUNCTIONS									
INSTRUCTION	Teaching Effectiveness Rating	4		4.96	4	4		4	
	Number of Gradesheets submitted on time	2		2	5	-	5	5	
	Percentage of Campus Attendance to Campus Activities	100%		100%	5	-	3	4	
	Number of International Training Completed	1		0	1	-	-	1	
	Number of Local Trainings completed	1		1	3	-	4	3.5	
RESEARCH	Number of research proposals submitted and presented	1		1	3	-	4	3.5	
	Number of Research Approved	1		1	3	-	4	3.5	
EXTENSION	Number of extension activity conducted	1		2	5	5	-	5	
Average Rating					3.6575				
Weighted Average Rating					3.738				
STRATEGIC PRIORITIES									
KRA 1: Access and Equity	1.1.1 Percentage of institutional policy on the affirmation action in compliance with RA 10931 implemented over the total new and existing institutional policy on the affirmation action in compliance with RA 10931	100%	DEAN, Department Chairs						No policy determined yet
	1.2 Percentage of disadvantaged students enrolled in the institution over total student population	55%	Department Chair, Enrolling Faculty	94.35%	5	-	-	5	2691/2852
	1.6 Percentage of Total Enrollment over Carrying Capacity within the Evaluation Period	98% - 101%	Department Chair and Enrolling Faculty	95.07%	4	-	-	4	2852/3000

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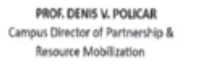
Core - 20%
Strat - 55%
Support - 25%
40
1453

	3.3.1.1 Patents	1		College Research Coordinator, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	5	5	5	-	5	EMRDC patented projects
	3.3.2.2 Utility Model/ Industrial Design - Number of unit points earned	3		College Research Coordinator, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	5	5	5	-	5	EMRDC patented projects
	3.3.3.1 Published in internationally indexed journal	1		College Research Coordinator, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	1	3	3	-	3	
	3.3.3.3 Presented in conferences but not published	1		College Research Coordinator, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	0	1	1		1	
	3.3.4 Number of Research/ Creative outputs cited by authors in publications of national or international scope 3.3.4.1 Citations in a refereed journal	15		College Research Coordinator, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	74	5	5	5	5	
	3.3.5 Number of International Research/ Creative Collaborations	1		College Research Coordinator, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	0	1	1	-	1	
KRA 4 Extension Services	4.2 Human Resource Capital Extension Services and Community Engagement									
	4.2.1.1 Number of Plantilla Faculty and Staff involved in ESCE	10		All Faculty	12	5	5	3	433	
	4.2.1.2 Percentage of Students involved in ESCE enrolled in programs with extension courses	75%		COEA Faculty and NSTP Faculty	(5)	-				No Program w/ Extension Course
	4.4 Impact/ Output of Extension Services									
	4.4.1.1 Number of technologies/ innovation adopted and commercialized	1		College Research Coordinator, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	0	1	1		1	
	4.4.1.2 Number of ordinance/ resolution passed and approved by the local government resulting from technology/ innovation introduced by CSU	1		College Research Coordinator, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	0	1	1	-	1	

	4.4.2 Beneficiaries of Extension Services/ Community Engagment	94		College Research Coordinator, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	25	1	1	3	1.47	
	4.4.2.1 Number of trained stakeholders on need-based training program	94		College Research Coordinator, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	25	1	1	3	1.47	
	4.4.3.1 Number of extension projects assessed	1		College Research Coordinator, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	1	5	5	-	5	
	4.4.4 Awards or Recognitions of Public Service Program received from Government/ International Organizations	—			—					For 2nd half of year
	4.4.4.1 Number of awards/ recognitions received	1 per college		College Research Coordinator, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	0	1	1		1	
DBM / PBB	1. Percentage of first-time licensure exam takers that pass the licensure exams	57%		Dean, Department Chairs, Professors, Associate Professors, Assistant Professors, Instructors, Part-time Faculty	69.60%	5	5	5	5	
	2. Percentage of graduates (2 years prior) that are employed	67%		Department Chairs, Professors, Associate Professors, Assistant Professors, Instructors	38%	2	2	2	2	
	3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	60%		Department Chairs, Professors, Associate Professors, Assistant Professors, Instructors	100%	5	5	-	5	
	4. Percentage of undergraduate programs with accreditation	80%		Department Chairs, Professors, Associate Professors, Assistant Professors, Instructors	100%	5	5	-	5	
	1. Number of research outputs in the last three years utilized by the industry or by other beneficiaries applied for patenting	1		Dean, Department Chairs, Research and Extension Coordinators, Professors, Associate Professors, Assistant Professors, Instructors	0	1	1		1	
	2. Number of research outputs/studies completed within the year	1		Dean, Department Chairs, Research and Extension Coordinators, Professors, Associate Professors, Assistant Professors, Instructors	3	5	5	-	5	

	3. Percentage of research outputs published in internationally refereed or CHED recognized journal within the year	28%		Dean, Department Chairs, Research and Extension Coordinators, Professors, Associate Professors, Assistant Professors, Instructors	100%	5	4	4.5
	1. Number of active partnership with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	1 per college		Dean, Department Chairs, Research and Extension Coordinators, Professors, Associate Professors, Assistant Professors, Instructors	2	5	0	5
	2. Number of trainees weighted by the length of training	200		Dean, Department Chairs, Research and Extension Coordinators, Professors, Associate Professors, Assistant Professors, Instructors	25	1	1	1
	3. Number of extension programs organized and supported consistent with the SUCs mandated and priority programs	1 per college		College Research and Extension Coordinators, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	2	5	4	4.5
	4. Percentage of beneficiaries who rate the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	97%		College Research and Extension Coordinators, Department Chairs, Professors, Associate Professors, Asst. Professors, Instructors	98%	4	4	4
ACADEMIC DEPARTMENT (Promoting Quality and Relevant Tertiary Education)	Number of Life-long Learning programs submitted for approval (June-July)	1		BSCpE Department (ETEEAP)	0	1	1	1
	Percentage of compliance to standard class size	100%			100%	5	-	5
	Percentage of student concerns attended and acted upon	100%			100%	5	5	3 4.33
Average Rating								
Weighted Average Rating								
SUPPORT FUNCTIONS								
	On-time submission of Documentation for Ranking as required by the university, Integrate SDGs in Curriculum and Syllabi, Integrate FT and SDGs	Integrate SDGs in Curriculum and Syllabi, Integrate FT and SDGs		All Faculty				No request for documentation
	Percentage of submission of employee SALN and updated PDS	100%		All Faculty	100%	5	4	4.5
	ISO	Percentage of syllabi duly controlled by the DCO	100%	College ISO Focal Person	100%	5	3	4
		Percentage submission of RBT Forms	100%		100%	5	5	5
	PLANNING	Number of WFP submitted on time	1 PER COLLEGE/U NIT	DEAN, Department Chairs	1	5	5	5
	Submission of Compliance Report for Accreditation		3	BSEcE, BSChE, BSCpE	3	5	4	4 4.33

		Number of Graduates traced		5	All Faculty		10	5	4	1	45
Average Rating								8.55			
Weighted Average Rating								1.13873			
TOTAL OVERALL RATING											
FINAL AVERAGE RATING								3.52625			
ADJECTIVAL RATING								Very Satisfactory			

DISCUSSED WITH	DATE	ASSESSED BY	DATE	FINAL RATING BY	DATE
Engr. JOHN MICHAEL B. CASIBANG, MST <i>Employee</i>		<i>I certify that I discussed my assessment of the performance with the employee</i>  DR. ROSEMARIE C. CABANA Campus Director for Academic Affairs		 Engr. ROGER P. RUMPO, MS Chairperson PMT/CEO/University President	
		 PROF. DENIS V. POLCAR Campus Director of Partnership & Resource Mobilization			
		<i>Immediate Supervisor</i>			

Legend: 1:Quality 2:Efficiency 3:Timeliness 4:Average