





## Department of Soil Science COLLEGE OF AGRICULTURE AND FOOD SCIENCE

## OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, <u>SUZETTE B, LINA</u>, Head of the Department of SOIL SCIENCE, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicate measures for the period <u>January</u> - <u>June</u> 2020 (<u>Accomplishment</u>)

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SUZETTE B. LINA

Department Head

VICTOR 6. ASIO College Dean Date:

Total FTE (1x: RDE Commitments\*\*\*

Research Extension

4.0 0.0 0 Rating Equivalents: 5 - Outstanding 4 - Very Satisfactory 3 - Satisfactory 0.0 0.0 0 2 - Fair

1-Poor

Note:

TOTAL

\* On vacation-sick-leave status. Ratio of Instruction and RDE commitments should determined based on FTE of 18 units

Number (1) Min. FTE (2)

\*\* On Teacher's Leave status. Minimum FTE required is 18 units

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

Faculty W/ Univ. Designated Position

Personnel

Department Head

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regular Faculty (VSL)" regular Faculty (TLS)"

Admin Start Iviembers

\*\*\* Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (UMFO 3) and extension (UMFO 4)

			and a second		Department Target	Actual	Rating					
MFO No.			Success/Performance Indicator (PI)	Units/Perso ns Responsible		% Accom- plishment	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetter output indicators with **)	% weight
MFO 1	ADVAN	CED	EDUCATION SERVICES (20%)									
	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	99-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-							
	a.	pursuing advanced research degree program (Ph.D) *	, story	1	1.00	5	5	5		Ms. Cecille Marie Quinones	4%
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	VBA,DML,BCJ, SBL, KO	50.00%	50%		5	5			
	c.	producing technologies for commercialization or livelihood improvement						3			
		whose research resulted in an extension program									+
OVP	MFO	2. Graduate Student Management Services					-	-			-
Pl 1: deare	PI 1: Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty				$\dashv$				2%
	-	ntage of accredited graduate programs *	Dept. Head & Faculty	100%	100%	5	5	5	5		2%
land n	nonitor	er of graduate degree specializations offered ed *	Dept. Head & Faculty	1	1.00	5	5	5	5		2%
		TE coordinated, implemented & monitored*	Dept. Head & Faculty	12	15.28	5	5	5	5		2%
enroll	ed *	ntage increase in number of graduate students	Dept. Head & Faculty	50%	60.00%	5	5	5	5		2%
PI 6: gradu	Percel ated w	ntage increase in number of students who ithin prescribed period *	Dept. Head & Faculty	70%	70.00%						2%
PI 7: honor	Numbers/distin	or of graduate students awarded with ction *	Dept. Head &	70%		5	5	5	4.8		2%
		er of graduate students advised *	Dept. Head &	10	1.00	5	5	5	5		2%
PI 9:	lumbe	r of instructional materials developed *	Dept. Head & Faculty	10	13,00	5	5	5	5		2.70

	On-line ready courseware	-									
				2		1	5	5	5	In Progress; SS 211 - SB Lina; SOIL 213 - DM Lumanao; SOIL 215- AB Tulin	
	Flexible instructional materials			2	-	1		5	1	In progress	-
	Assessment tools					+	5	5	5	In progress	
	PI 10: Number of virtual classrooms created and operationalized			2		1	5	5	5	In progress	-
MFO 2	HIGHER EDUCATION SERVICES (50%)			1 2		+	5	5	5	5	
	Pl 1. Percentage of first time licensure exam takers that pass the licensure exams *		Dept. Head &			+	+	+	+	In progress	-
	PI 2. Percentage of graduates (2 years prior) that are employed *	antinació anni aspessació je ploje era	Dept. Head &	70%		+	+	+	+	In progress	7.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority		Dept. Head &	80%							2.5%
	Pl 4. Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty	100.00%	1009		5 5			5	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		Dept. Head &		100	70	5 5	5	1	5	2.576
	PI 6: Number of students advised: *		Faculty Faculty	85	16	5 5	5 5	5		5	20%
	On thesis/ field practice/special problem			6	10	5	5	5	5	In progress	1%
	No. of approved manuscript submitted within prescribed period			5	5	5	5	5	5	in progress	
	On consultation			12							1%
	PL7: Number of student organizations advised assisted *			1	25	5	5	5	5		0.5%
	The part of the plan of the property of the part of th		Dept. Head & Faculty								
	Stated organizations address:	Para di Kawasi		NEW YORK AND ASSESSED.	The state of	5	5	5	5		1.25%

-									-		
	Student organizations assisted on student related activities			1	1	5	5	5	5		1.25%
	PI 8: Number of instructional materials developed *		Dept. Head & Faculty							SS 110- SBLina, BCJadina & RB Armecin; SS110- Lab- K Oraiz & MA Barbadillo & Risos	10%
	On-line ready courseware		Faculty	5	7	5	5	5	5	SS 111- VB Asio	
	Flexible instructional materials		Dept. Head & Faculty	5	7	5	5	5	5	SS 113 - DM Lumanao	
	Assessment tools		Dept. Head & Faculty	5	7	5	5	5	5	SS 115 - MC Magdadaro	1
	PI 9: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	5	7	5	5	5	5	SS 197 - VB Asio	
	PI 10: Additional Outputs		Dept. Head & Faculty		39.22					SS 199-B and SS 24- BC Jadina	La rojali ser
MFO 3	RESEARCH SERVICES (10%)		y teg til de aut u	11 -46-						Earth Sci; Ea & Life - BC Jadina	
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *		Dept. Head & Faculty							needs project titles	2%
	Pl 2. Number of research outputs completed within the year		Dept. Head & Faculty	1	1	5	5	5	5	Sago Palm Plantation Establishment & Mgt	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *		Dept. Head & Faculty								
	In refereed int'l journals		DSS Faculty	25%							1.50%
10 PH 665	In refereed nat'l/regional journals					1.1.1.1					0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *		Dept. Head & Faculty							title of paper, what for a/conference, where and when	
	In int'l fora/conferences										1.50%
	In nat'l/regional fora/conferences										0.50%
	PI 5. Percent of research proposals approved *	virang meningkan nukan kandi sebah	Dept. Head & Faculty	25%							0.5%

	P1 6. Additional outputs*		Dept. Head & Faculty			T	T	Î	T	T
	No. of research-related awards (research conducted by faculty or student w/ faculty)					$\dagger$	1		$\dagger$	1.50%
MFO 4	EXTENSION SERVICES (10%)						1		1	
	Pt 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *		Dept. Head & Faculty	1						2.0%
	Pl 2. Number of trainees weighted by the length of training *		Dept. Head & Faculty	50		1				2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *		Dept. Head & Faculty	1						2%
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Para tanggan panggan ang atawa	Dept. Head &	50.00%						1%
	PI 5. Number of technical/expert services *		Faculty			+	1			1%
	Research Mentoring			2		+-	-		-	1%
-	Peer reviewers/Panelists			3	-	+	-	-	-	
	Resource Persons			1		+	-		-	-
Married Add - May 1992	Convenor/Organizer					+	-		-	+
	Consultancy					+-	-		_	-
	Evaluator	-		1		-	-	-		
	PI 8. Percent of extension proposals approved *		Dept. Head &	25.00%	100%	5	5	5	5	0.5%
	PI 11. Additional outputs *		Dept. Head &			+			-	0.5%
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *									1.5%
MFO 5	Support to Operations				A STATE OF THE STA					+

10%

10%

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	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	1	5	5	5	5		0.625%
	OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty					20 22			0.125%
	OVPI MFO 3. Faculty Evaluation Services									
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty								0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept, Head & Faculty								0.25%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	90.00%							0.75%
	P16: Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	1							0.25%
	PI 7: Additional outputs *	Paculty								
	Number of faculty/staff awards/honors received related to operations support									0.25%
	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	1	1	5	5	5	5	Zero non-conformity (No NC)	2.50%
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%
	Pl 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff				_				2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	2	1	5	5	5	5		

5%

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P1.4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	twice per month						
P1 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	6	3	5	5	5	5	+
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 *	1 2000 32	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1						2%
Total Over all Deline								
Total Over-all Rating					154	4.833		
Average Rating			-		4	995		-
Adjectival Rating	***************************************				Outetanding			-

Received by:

DILBERTO O. FERRAREN

Date:

VP for Planning Resource Generation and External Affiars

Chairman, PMT

Date:

Recommending Approval:

BEATRIZ S. BELONIAS

Vice Pres. for Instruction

Date:

Approved:

Outstanding

EDGARDO E. TULIN

5%

President

Date:

REMBERTO A. PATINDOL

<sup>\*</sup> To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

<sup>\*\*</sup> No percentage weight for ranking purposes since these are activities only expected to be performed at the department level