



Department of Biological Sciences
COLLEGE OF ARTS AND SCIENCES
VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, ANALYN M. MAZO, Head of the Department of BIOLOGICAL 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 January - June 2022.

ANALYN M. MAZO

Department Head

Date: 7/15/17

MA. THERESA P. LORETO

College Dean

Date: 7/15/22

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

RDE Commitments***

<i>Personnel</i>	<i>Number</i>	<i>Min. FTE (2)</i>	<i>Research</i>	<i>Publication</i>	<i>Extension</i>
Department Head	1	13.5	1.0		
Faculty w/ Univ. Designated Position	1	1.25	1.0		
Regular Faculty (VSL)*	11	188	12.0	3	1
Regular Faculty (TLS)*	6	139			
Part time Faculty	2	92			
Admin Staff Members	5				
	26	433.75	14.0	3	1

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

e: * 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		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
				% Accomplishment			Details of Accomplishments	Quality	Efficiency	Timeliness	Average			
MFO 1	ADVANCED 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:												4%
a.	pursuing advanced research degree program (Ph.D) *												
b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		DBS, HKM, SAC, AMM, JCE, ARRF, EKLS, RMRM, KMMR, FJOP, HVO, JGB	12 of 17	12.00		5	5	4	4.666667			
c.	producing technologies for commercialization or livelihood improvement												
d.	whose research resulted in an extension program												
OVPFI MFO 2. Graduate Student Management Services													
PI 1: Percentage of graduate students enrolled in research degree programs *													2%
PI 2: Percentage of accredited graduate programs *													2%
PI 3: Number of graduate degree specializations offered and monitored *													2%
													DBS offers the major subjects for Master in Education major in Biology and MS Botany
PI 4: Total FTE coordinated, implemented & monitored*													2%
PI 5: Percentage increase in number of graduate students enrolled *													2%
PI 6: Percentage increase in number of students who graduated within prescribed period *													2%
PI 7: Number of graduate students awarded with honors/distinction *													2%
PI 8: Number of graduate students advised *													2%
PI 9: Number of instructional materials developed *													
On-line ready courseware													

	Flexible instructional materials	HVO, RDP, BLAR, RMM,BSB	4	1.00		5	5	5	5		
	Assessment tools		3	16.00		5	5	5	5		
	Syllabus	HVO, RDP, BLAR, RMM, BSB	4	14.00		5	5	4	4.666667		
	PI 10: Number of virtual classrooms created and operationalized	All graduate faculty	4	4.00		5	5	5	5		
MFO 2	HIGHER EDUCATION SERVICES (50%)										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		Not Applicable								7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *		50%	88%		5	5	5	5	6 out of 8 graduates are employed, while 1 proceed to medical study and 1 cannot be contacted	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		BS Bio = 150; BS Marine Bio = 80	184 105		5	5	5	5		2.5%
	PI 4. Percentage of undergraduate programs with accreditations *		100%	100%		5	5	5	5	BS Bio is AACUP Level IV accredited; BS Marine Bio program will qualify as soon as first batch of graduates is produced	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	All faculty	200	433.75		5	5	4	4.666667		20%
	PI 8: Number of students advised: *										
	On thesis/ field practice/special problem	All faculty	10.00	27.00		5.0	5.0	5.0	5.0	AMM-5, JCE- , HRM-1, SAC-1, EKLS- ; RMM- ; BSB-1; RDP-1; TDB-1; FJOP- ; BLAR-1; HVO- ; RJPD - ; KMMR- ;	1%
	No. of approved manuscript submitted within prescribed period	All faculty	5.00			5.0	5.0	5.0	5.0	July-Dec	1%

	On consultation (academic adviser)	All faculty	50	200.00		5.0	5.0	5.0	5.0	AMM- ; JCE- ; HRM- ; SAC- ; EKLS- ; TDB- ; DMG- ; DNCM- ; BLAR- ; HVO- ; KMMR- ; FJOP- ; ARRF- ; RMRM- ; RJPD- ; RDP-	0.5%
	PI 9: Number of student organizations advised/ assisted *										
	Student organizations advised	JCE,HVO,EKLS	2	3.00		5.0	5.0	5.0	5.0		1.25%
	Student organizations assisted on student related activities										1.25%
	PI 10: Number of instructional materials developed *										10%
	On-line ready courseware	SAC,RDP, AMM, ARRF, HVO,FOP, EOB, EKLS, JCE, RMM, RJD, TDB, KMR, DNM	19	34.00		5.0	5.0	5.0	5.0		
	Flexible instructional materials										
	Assessment tools (long quiz, exams, problem sets)	All Faculty	7	7.00		5.0	5.0	5.0	5.0		
	PI 10: Number of virtual classrooms created and operationalized										
	PI 11: Additional Outputs										
	Number of workshops attended related to instruction	All Faculty	10								
	Number of syllabus made/revised	AMM, SAC), EKLS, HVO, DNM, FOP, RJD, JCE, EOB, TDB, RDP	15	17.00		5.0	5.0	5.0	5.0		
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 *										2%
	PI 2. Number of research outputs completed/conducted within the year *	All Faculty	4	5.00		5.0	5.0	5.0	5.0		2%

[illegible]

[illegible]

	PI6 : Number of in-house seminars/trainings/workshops/reviews conducted *												0.25%
	PI 7 : Additional outputs *												
	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*												2.50%
MFO (General Admin. & Support Services (GASS))													
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*												1%
	PI 2. Zero percent complaint from clients served												2%
	PI 3. Number of coaching sessions among faculty & staff**		AMM	2	1.00		5.0	5.0	5.0	5.0			
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		AMM & Faculty	1	1.00%		5.0	5.0	5.0	5.0			
	PI 5. Number of monthly/special faculty & staff meetings conducted**		AMM & Faculty										
	PI 3: Additional Outputs												
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *											explain here briefly why consider said department practice can be considered as a best practice	2%
Total Over-all Rating							119.000						
Average Rating							4.958						
Adjectival Rating							Outstanding						

Received by:

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TONI MARC L. DARGANTES

Planning office

Date: *7/15/2022*

DANIEL LESLIE S. TAN

Chairman, PMT

Date:

Recommending Approval:

BEATRIZ S. BELONIAS

Vice Pres. for Academic Affairs

Date:

Approved:

EDGARDO E. TULIN

President

Date:

*

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

Received by:


TONI MARC L. DARGANTES

Planning office

Date: 7/15/2022

Calibrated by::


DANIEL LESLIE S. TAN

Chairman, PMT

Date: JUL 22 2022

Approved:


EDGARDO E. TULIN

 President

Date: JUL 26 2022

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