VISAYAS STATE UNIVERSITY

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OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, JESUSITO L. LIM, Head of the Department of PEST MANAGEMENT, 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, 2020   .

JESUSITO L. LIM
Department Head
Date: _____

VICTOR B. ASIO
College Dean
Date: _____

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

Personnel	Number	Min. FTE (2)	Total FTE (1x2, Research	RDE Commitments*** Publication	Extension
Department Head	-	0	#VALUE! 0%	0	0
Faculty w/ Univ. Designated Position	-	0	#VALUE! 0%	0	0
Regular Faculty (VSL)*	-	0	#VALUE! 200%	1	1
Regular Faculty (TLS)*	-	0	#VALUE! 0%	0	0
Part time Faculty	-	0	#VALUE! 0%	0	0
Admin Staff Members	-	0			
TOT			200%	1	1

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

Note:
* On vacation-sick-leave status. Ratio of Instruction and RDE commitmtents should 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 % Accomplishment	Details of Accomplishments	Rating Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)
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:	Dept. Head & Faculty									
	a. pursuing advanced research degree program (Ph.D) *		20%	20%	100%	5	5	5	5.0	
	b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		50%	100%	200%	5	5	5	5.0	
	c. producing technologies for commercialization or livelihood improvement									
	d. whose research resulted in an extension program									
OVPI MFO 2. Graduate Student Management Services											
	PI 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty	100%	100%	100%	5	5	5	5.0	
	PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty	100%	100%	100%	5	5	5	5.0	
	PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	3	6	200%	5	5	5	5.0	
	PI 4: Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty	4	6.25	156.25%	5	5	5	5.0	
	PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty								
	PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty								

	PI 7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty								
	PI 8: Number of graduate students advised *	Dept. Head & Faculty	3	8	267%	5	5	5	5.0	
	PI 9: Number of instructional materials developed *	Dept. Head & Faculty								
	On-line ready courseware		3	4	133%	5	5	5	5.0	
	Flexible instructional materials									
	Assessment tools		6	20	333%	5	5	5	5.0	
	PI 10: Number of virtual classrooms created and operationalized		3							For July to December
MFO 2	HIGHER EDUCATION SERVICES (50%)									
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	60%							no exam due to COVID
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	50%							not yet graduated by June
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100%	100%	100%	5	5	5	5.0	
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100%	100%	100%	5	5	5	5.0	
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	41	170.58	416%	5	5	5	5.0	
	PI 8: Number of students advised: *	Dept. Head & Faculty	10	14	140%	5	5	5	5.0	
	On thesis/ field practice/special problem									

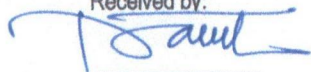|											
	No. of approved manuscript submitted within prescribed period			10	14	140%	5	5	5	5.0	
	On consultation			49	150	300%	5	5	5	5.0	
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty									
	Student organizations advised										
	Student organizations assisted on student related activities										
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty									Title and name of faculty
	On-line ready courseware	Dept. Head & Faculty		6							For July to December
	Flexible instructional materials	Dept. Head & Faculty		6							For July to December
	Assessment tools	Dept. Head & Faculty		15*	30.00	200%	5	5	5	5.0	the rest of the target will be accomplished on July to December
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty		4							For July to December
	PI 11: Additional Outputs	Dept. Head & Faculty		2							For July to December
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		2							needs project titles; None due to COVID
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty		1							needs project titles; None due to COVID
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty									needs title of publication, name of journal and where published

MFO	Indicator	Responsible								Remarks
	In refereed int'l journals		2							None due to COVID
	In refereed nat'l/regional journals									
	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 presented
	In int'l fora/conferences									
	In nat'l/regional fora/conferences		4							None due to COVID
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty								
	PI 6. Additional outputs*	Dept. Head & Faculty	1							None due to COVID
	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 *	Dept. Head & Faculty	1	13	130%	5	5	5	5.0	
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	5	13	130%	5	5	5	5.0	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty								
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Dept. Head & Faculty	80%	100%	125%	5	5	5	5.0	

	PI 5. *Number of technical/expert services **	Dept. Head & Faculty									
	Research Mentoring										
	Peer reviewers/Panelists		1								None due to COVID
	Resource Persons		6								None due to COVID
	Convenor/Organizer										
	Consultancy										
	Evaluator										
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty									
	PI 11. Additional outputs *	Dept. Head & Faculty									
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *										
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	2	2	100%	5	5	5	5.0		
	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	1								For July to December
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty									

	Indicator	Responsible								Remarks
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty								
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	90							None due to COVID
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty								
	PI 7 : Additional outputs *	Dept. Head & Faculty								
	Number of faculty/staff awards/honors received related to operations support									
	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	zero non-conformity		100%	5	5	5	5.0	Zero non-conformity (No NC)
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	100%	100%	100%	5	5	5	5.0	
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	100%	100%	100%	5	5	5	5.0	
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	1	2	200%	5	5	5	5.0	the rest of the target will be accomplished on July to December

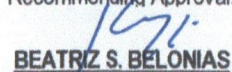|									Remarks
PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	2	3	150%	5	5	5	5.0	the rest of the target will be accomplished on July to December
PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	2	4.00	200%	5	5	5	5.0	the rest of the target will be accomplished on July to December
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 *									explain here briefly why consider said department practice can be considered as a best practice
					130	130	130	130.0	
Total Over-all Rating									
Average Rating						5.00			
Adjectival Rating						OUTSTANDING			

Received by:

Planning Office
Date:

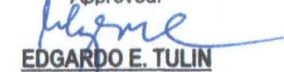Calibrated by:

REMBERTO A. PATINDOL
Chairman, PMT
Date:

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Instruction
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**