



**VISAYAS**  
STATE UNIVERSITY



**DEPARTMENT OF SOIL SCIENCE**  
DSS Building, Visayas State University  
Visca, Baybay City, Leyte PHILIPPINES 6521-A  
Telephone: 053-565-0600 local 1036  
Website: www.vsu.edu.ph



### OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, SUZETTE B. LINA, 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 indicated measures for the period July - December 2022 (Accomplishments)

**SUZETTE B. LINA**

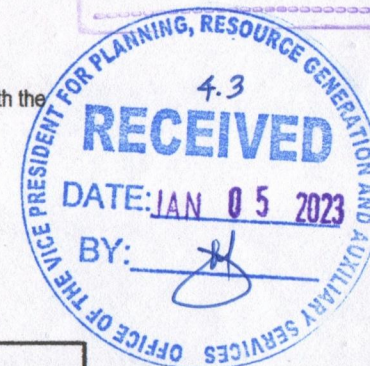
Department Head

Date: Jan 4, 2023

**VICTOR B. ASIO**

College Dean

Date: 1/5/23



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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x)		RDE Commitments***	
					Research	Extension
Department Head	1	4	4.0	0.0	0	0
Faculty w/ Univ. Designated Position	1	0	0.0	0.0	0	0
Regular Faculty (VSL)**	4	8	32.0	2.0	1	1
Regular Faculty (ILS)**	1	18	18.0	0.0	0	0
Part time Faculty	1	0	0.0	0.0	0	0
Admin Staff Members	2	0				
<b>TOTAL:</b>				2.0	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 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 output indicators with **)	% weight
						% Accomplishment	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:		Dept. Head & Faculty								
	a.	pursuing advanced research degree program (Ph.D) *				0	12.50	5	5	4.5	4.8	1 out of 8



	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Dept. Head & Faculty	55.00%	63%	5	5	5	5	5/8 faculty	
	c.	producing technologies for commercialization or livelihood improvement									
	d.	whose research resulted in an extension program									
<b>OVPI MFO 2. Graduate Student Management Services</b>											
	<b>PI 1:</b> Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty	100%	100%	5	5	5	5		
	<b>PI 2:</b> Percentage of accredited graduate programs *		Dept. Head & Faculty	100%	100%	5	5	5	5		
	<b>PI 3:</b> Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty		1.00	5	4.5	4.5	4.5		
	<b>PI 4:</b> Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty	10	9.83	5	4.5	4.5	4.5		
	<b>PI 5:</b> Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty	50%	40.00%	5	5	5	5		
	<b>PI 6:</b> Percentage increase in number of students who graduated within prescribed period *		Dept. Head & Faculty	75%	50.00%	5	4.5	4	4.3		
	<b>PI 7:</b> Number of graduate students awarded with honors/distinction *		Dept. Head & Faculty								
	<b>PI 8:</b> Number of graduate students advised *		Dept. Head & Faculty	12	12.00	5	5	5	5		
	<b>PI 9:</b> Number of instructional materials developed *		Dept. Head & Faculty								
	On-line ready courseware			3	3	5	5	5	5		
	Flexible instructional materials			2	3	5	5	5	5		
	Assessment tools			3	15	5	5	5	5		
	<b>PI 10:</b> Number of virtual classrooms created and operationalized			3	4	5	5	5	5		



MFO 2	HIGHER EDUCATION SERVICES (50%)										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	70%	92.30	5	5	5	5	12 out of 13		
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	80%	50.00	5	4.5	4.5	4.5			
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100.00%	100%	5	5	5	5			
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100.00%	100%	5	5	5	5			
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	110	104.4	5	5	5	5	160.05-Jan to June 2022 104.4 July to Dec 2022		
	PI 6: Number of students advised: *	Dept. Head & Faculty									
	On thesis/ field practice/special problem		7	7	5	5	5	5			
	No. of approved manuscript submitted within prescribed period								NA for July to Dec		
	On consultation		15	20	5	5	5	5			
	PI 7: Number of student organizations advised/ assisted *	Dept. Head & Faculty									
	Student organizations advised		1	1	5	5	5	5	OSSM		
	Student organizations assisted on student related activities		1	1	5	5	5	5	OSSM		
	PI 8: Number of instructional materials developed *	Dept. Head & Faculty									
	On-line ready courseware	Dept. Head & Faculty	5	5	5	5	5	5			
	Flexible instructional materials	Dept. Head & Faculty	5	5	5	5	5	5			
	Assessment tools	Dept. Head & Faculty	5	30	5	5	5	5			
	PI 9: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	5	5	5	5	5	5			



	<b>PI 10:</b> Additional Outputs		Dept. Head & Faculty									
<b>MFO 3</b>	<b>RESEARCH SERVICES (10%)</b>											
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *		Dept. Head & Faculty	0	5.00	5.0	5.0	5.0	5.0	c/o VBA and SBL		
	<b>PI 2.</b> Number of research outputs completed within the year *		Dept. Head & Faculty	1	2					Standardization of Organic Fertilizer and Dr. VBA		
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *		Dept. Head & Faculty									
	<i>In refereed int'l journals</i>		DSS Faculty	25%	30%	5.0	5.0	5.0	5.0	VBA & SBL		
	<i>In refereed nat'l/regional journals</i>											
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *		Dept. Head & Faculty									
	<i>In int'l fora/conferences</i>											
	<i>In nat'l/regional fora/conferences</i>			25%	10.00	5.0	5.0	5.0	5.0			
	<b>PI 5.</b> Percent of research proposals approved *		Dept. Head & Faculty	25%	100%	5.0	5.0	5.0	5.0			
	<b>PI 6.</b> Additional outputs*		Dept. Head & Faculty									
	No. of research-related awards (research conducted by faculty or student w/ faculty)			0	1.00	5.0	5.0	5.0	5.0	DOST-PCAARD Publication Award (Galgo & Asio)		
<b>MFO 4</b>	<b>EXTENSION SERVICES (10%)</b>											
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *		Dept. Head & Faculty	1	4	5.0	5.0	5.0	5.0	c/o VBA & SBL		
	<b>PI 2.</b> Number of trainees weighted by the length of training *		Dept. Head & Faculty	50	30	4.5	4.5	4.5	4.5			
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *		Dept. Head & Faculty	1	1	5.0	5.0	5.0	5.0			



	<b>PI 4.</b> 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	50.00%	100%	5.0	5.0	5.0	5.0		
	<b>PI 5.</b> Number of technical/expert services *	Dept. Head & Faculty								
	Research Mentoring		3	4	5.0	5.0	5.0	5.0		
	Peer reviewers/Panelists		4	15	5.0	5.0	5.0	5.0		
	Resource Persons		2	4	5.0	5.0	5.0	5.0		
	Convenor/Organizer									
	Consultancy									
	Evaluator		1	1						
	<b>PI 8.</b> Percent of extension proposals approved *	Dept. Head & Faculty	50%	100%	5	5	5	5		
	<b>PI 11.</b> Additional outputs *	Dept. Head & Faculty								
	No. of extension-related awards (extrn. conducted by faculty or student & faculty) *									
<b>MFO 5</b>	<b>Support to Operations</b>									
	<b>OVPI MFO 1. Faculty Development Services</b>									
	<b>PI 1:</b> Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	1	1	5	5	4	4.7		
	<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>									
	<b>PI 2:</b> Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty	1	1.00	5.0	5.0	5.0	5.0		
	<b>OVPI MFO 3. Faculty Evaluation Services</b>									
	<b>PI 3:</b> Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty								
	<b>PI 4:</b> Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty								
	<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	90.00%	100.00	5.0	5.0	5.0	5.0		
	<b>PI 6:</b> Number of in-house seminars/trainings/ workshops/reviews conducted/attended *	Dept. Head & Faculty	1	1.00	5.0	5.0	5.0	5.0		



	<b>PI 7 :</b> Additional outputs *		Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support											
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>											
	<b>PI 8.</b> 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			
	<b>MFO 6 General Admin. &amp; Support Services (GASS)</b>											
	<b>PI 1.</b> Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	1	2.00	5.0	5.0	5.0	5.0			
	<b>PI 2.</b> Zero percent complaint from clients served		Dept. Head & all faculty & staff	zero % complaint	zero % complaint	5.0	5.0	5.0	5.0			
	<b>PI 3.</b> Number of coaching sessions among faculty & staff**		Dept. Head	2	2	5	5	5	5			
	<b>PI 4.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	twice per month	2X/mo	5.0	5.0	4.5	4.8			
	<b>PI 5.</b> Number of monthly/special faculty & staff meetings conducted**		Dept. Head	6	4	5	5	5	5			
	<b>PI6:</b> Additional Outputs		Dept. Head & all faculty & staff									
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *											
Total Over-all Rating						236.833						
Average Rating						4.833						
Adjectival Rating						Outstanding						



Received by:

  
**TONI MARC L. DARGANTES**  
Planning Office

Date: JAN 05 2023

Calibrated by:

  
**DANIEL LESLIE TAN**  
Chairman, PMT

Date: JAN 06 2023

Approved:

  
**EDGARDO E. TULIN** *or*  
President

Date: 1/6/2023

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To indicate in the remarks column the details of the targeted outputs for easy review and calibration.

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No percentage weight for ranking purposes since these are activities only expected to be performed at the department level