

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, ROSARIO A. SALAS, Head of the Department of Department of Horticulture, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July -December 2022.

ROSARIO A. SALAS

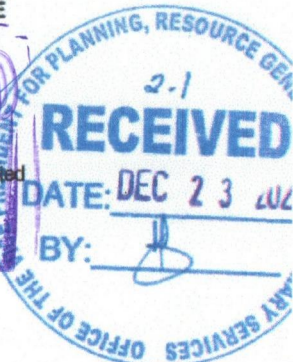
Department Head

Date: 12/16/22

VICTOR B. ASIO

College Dean

Date: DEC 23 2022



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

Personnel	Number	Min. FTE (2)	Total FTE (1x2)	RDE Commitments***		
				Research	Publication	Extension
Department Head	-	0	36.6	7.0	1	2
Faculty w/ Univ. Designated Position	-	0	14	1.0	1	0
Regular Faculty (VSL)*	-	0	230.2	9.0	2	1
Regular Faculty (TLS)*	-	0	#VALUE!	0.0	0	0
Part time Faculty/AFFILIATE	-	0	128.5	0.0	0	0
Admin Staff Members	-	0	35.1			
TOTAL			444	17.0	4	3

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 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:		Dept. Head & Faculty									
		a. pursuing advanced research degree program (Ph.D) *			2	100%	3	5	5	5	5		

	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		7	143%	10	5	5	5	5		
	c.	producing technologies for commercialization or livelihood improvement		1	1000%	10	5	5	5	5		
	d.	whose research resulted in an extension program		1	300%	3	5	5	5	5		
DVPI MFO 2. Graduate Student Management Services												
	PI 1: Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty	50.00%	100.00%	2	5	5	5	5		
	PI 2: Percentage of accredited graduate programs *		Dept. Head & Faculty	50.00%	100.00%	2	5	5	5	5	AACUP	
	PI 3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty	2	100%	2	4	4	4	4		
	PI 4: Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty	50	58%	47.56	3	3	3	3		
	PI 5: Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty	5% (32 Students)	24%	42	5	5	5	5		
	PI 6: Percentage increase in number of students who graduated within prescribed period *		Dept. Head & Faculty	1%	66%		5	5	5	5		
	PI 7: Number of graduate students awarded with honors/distinction *		Dept. Head & Faculty	1	0%	0	3	3	3	3		
	PI 8: Number of graduate students advised *		Dept. Head & Faculty	32	131%	42	5	5	5	5		
	PI 9: Number of instructional materials developed *		Dept. Head & Faculty									
	On-line ready courseware		Faculty	3 subjects			5	5	5	5		
	Flexible instructional materials		Faculty	3 subjects	100%	3 subjects	4	4	4	4		
	Assessment tools		Faculty	3 subjects	166%	5 subjects	5	5	5	5		
	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	5 classroom		5	4	4	4	4		
MFO 2	HIGHER EDUCATION SERVICES (50 %)											

PI 1: Percentage of first time licensure exam takers that pass licensure exams *	Dept. Head & Faculty	90%	85%	92	5	5	5	5	
PI 2: Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	1	88%	92	5	5	5	5	
PI 3: Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty								
PI 4: Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	BS/- 100%	100%	B:SA-Horticulture	5	5	5	5	
PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	289	218%	4:2.2	5	5	5	5	
PI 8: Number of students advised *	Dept. Head & Faculty			179	5	5	5	5	
Or. thesis/ field practice/special problem		80	206%	165.00	5	5	5	5	
No. of approved manuscript submitted within prescribed period		45.00	100%	45.00	4	4	4	4	
Or. consultation		100	206%	179	5	5	5	5	
PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty	1	100%	1	4	4	4	4	
Student organizations advised		1	100%	1	4	4	4	4	
Student organizations assisted in student related activities		1	100%	1	4	4	4	4	
PI 11: Number of instructional materials developed *	Dept. Head & Faculty								
On-line ready courseware	Faculty	5 subjects	100%	4	4	4	4	4	Cpsc 22, Agsc 111, Hort 110n, Hort 22, Hort 111, Hort 121, Hort 199C, Hort 113, Hort 122, Hort 144, Hort 199B
Flexible instructional materials	Faculty	5 subjects	100%	5	4	4	4	4	
Assessment tools	Faculty	10	1000%	100	5	5	5	5	
PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	5 classroom	200%	10	5	5	5	5	
PI 12: Additional Outputs	Dept. Head & Faculty								

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	00%	2	4	4	4	4		
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1		2	5	5	5	5		
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	ICA, AMB, MBD, ICG, RAS, IDV	6	33%	2	3	3	3	3		
	<i>In refereed int'l journals</i>										
	PI 4. Number of research outputs presented in regional/national/int'l fora/conferences *	Dept. Head & Faculty									
	<i>In int'l fora/conferences</i>		2		4	5	5	5	5		
	<i>In nat'l/regional fora/conferences</i>		1		3	5	5	5	5		
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	1	100%	2	5	5	5	5		

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