

measures for the period July -December 2022.



MENT OF HORTICULTURE COLLEGE OF AGRICULTURE AND FOOD SCIENCE VISAYAS STATE UNIVERSITY

ROSARIOA SALAS Department Head

INFORMATION ON PER	SONNEL FULL-TIME TEACHING EQUIVALENT	(FTE):		Total FTE (1x2)	RDE Commitments***				
	Personnel	Number	Min. FTE (2)		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 Teacher's Leave status. Minimum FTE required is 18 units

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

			T				A	ctual			Rating			
MFO No.		Success/Performance Indicator (PI)		Units/Persons Responsible		Department Target	% Accom- plishment		Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
MFO 1	ADVA	NCED EDU	CATION SERVICES (20%)											
	OVPI	MFO 1. GI	raduate Degree Program Management Services	1										
	1	PI 1. Pero	entage of graduate school faculty engaged in vork applied in any of the following:		Dept. Head & Faculty									
		a.	pursuing advanced research degree program (Ph.D) *			2	100%	3	5	5	5	5		

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

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

							-	_				
	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		
	OVPI MFO 2.	Graduate Student Management Services										
	PI 1: Percenta programs *	ge of graduate students enrolled in research degree	Dept. Head & Faculty	50.00%	100.00%	2	5	5	5	5		
	Pl 2: Percenta	ge of accredited graduate programs *	Dept. Head & Faculty	50.00%	100.00%	2	5	5	5	5	AACCUP	
	PI 3: Number	of graduate degree specializations offered and	Dept. Head & Faculty	2	100%	2	4	4	4	4		
		E coordinated, implemented & monitored*	Dept. Head & Faculty	50	58%	47.56	3	3	3	3		
	PI 5: Pensent	age increase in number of graduate students enrolled	Dept. Head & Faculty	5% (32 Students)	24%	42	5	5	5	5		
	within prescrib	The state of the s	Dept. Head & Faculty	1%	66%		5	5	5	5		
	honors/distinct		Dept. Head & Faculty	1	0%	0	3	3	3	3		
	PI 8; Number	of graduate students advised *	Cept. Head & Faculty	32	131%	42	5	5	5	5		
	PI 9; Number	of instructional materials developed *	Cept. Head & Faculty									
	On-line read	ily courseware	Faculty	3 subjects			5	5	5	5		
	Flexible inst	ructional 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	r of virtual classrooms created and operationalized	Eept. Head & Faculty	5 classroom		5	4	4	4	4		
NIFO 2	HIGHER EDU	CATION SERVICES (50%)										

.

PI 1. Percentage of first time licensure exam takers that pass licensure exams *	Dept. I ead & Faculty	30%	85%	0	5	5	5	5	
PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. I lead & Facility	1	88%	132	5	5	5	5	
PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Feed & Fact by								
PI 4. Percentage of undergraduate programs with accreditations *	Dept. Fead & Facility	BS/- 100%	100%	B:3A- Horticulture	5	5	5	5	
PI 5: Total FTE, coordinated, implemented and monifored *	Dept. Head & Faculty	289	218%	4'2.2	5	5	5	5	
P18; Number of students advised *	Dept. Head & Faculty			179	5	5	5	5	
Or, thesis/ field practic=/special problem		80	206%	165.00	5	5	5	5	
No. of approved manuscript sub nitted within prescribed perio I		45.00	100%	45.00	4	4	4	4	
Or, consultation		100	206%	179	5	5	5	5	
PI 9: Number of studen 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 un student related a tivities		1	100%	1	4	4	4	4	
PI 10; Number of instructional majorials developed *	Dept. I lead & Facility		-						
On-line ready courseware	Faculty	5 s abjects	100%	4	4	4	4	4	Cpsc 22, Agsc 111, Hort 110n,Hort 22, Hort 111, Hort 121, Hort 199C, Hort143, Hort 122, Hort144, Hort 199B
Flexible instructional materials	Faculty Faculty	5 s ıbjects	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. I lead & Facility	5 cli issroom	200%	10	5	5	5	5	
PI 1 : Addition al Output s	Dept. I lead & Facility								

,

	•	-0-			_	-6	_	-		-	-
J3	RESEAT CH SERVICES (10%)	u			0	I.	1				
	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	1	4	4	4		
	PI 2. Number of research outputs completed within the year *	Dept. Head % Faculty	1		2	5	5	5	ŧ		
	PI 3, Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	CCA, AMEL,MBD, CCG,RAS, NDV									
			6	33%	2	3	3	3	3		
	In refereed int'l journals					+		-			
	PI 4. Number of research ou puts presented in regional/national/int'l foral conferences *	Dept. Head & Faculty								Mariana and American American and American Ameri	
	In int'l 'ora/confe ences		2		4	5	5	5	5		
	In nat'l regional i pra/confe ences		1		3	5	5	5	Ę		
	PI 5. Per sent of research proposals approved *	Dept. Head & Faculty	1	200%	2	5	5	5	E		

*

	PI 6. Add tional out outs*		-		Γ	74		_		
		Fept. Head : Faculty								
	No. of research-related awards (research conducted by faculty or student wiff faculty)				5	5	5	5	5	
IFO 4	EXTENS ON SERVICES (10%)									
	PL1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Fept. Head Faculty	5	140%	7	5	5	5	5	
	PI 2. Number of trainees weighted by the length of training *	[ept. Head ← Faculty	300	100%	300	4	4	4	4	
	PI 3. Nurriber of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Fept. Head :: Faculty	2	100%	2	4	4	4	4	
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Fept. Head · Faculty	80%	100%	-	5	5	5	5	
	PI 5. Nu nber of te :hnical/e> pert servi :es *	liept. Head : Faculty				_				
	Research Mentoring		12	100%	150	5	5	5	5	
	Pee reviewers/Panelists		3	167%	5	5	5	5	5	ADR, RDT, CC \
	Resource Persons		5	220%	11	5	5	5	5	ADR, ZCG, RA 3, RDT, EPL, GEB
	Cor venor/Orç anizer	-			***************************************					
	Cor sultancy			 	2	5	5	5	5	
	Eva uator				4	5		5	5	
	PI 8. Per ent of extension proposals approved *	liept. Head i Faculty								
	Pl 11. Ac ditional or tputs *	lept Head Faculty				1				VSU lower and garden's low
	*Flower and Garden Show		1	100%	1	4	4	4	4	ADR(2), ZCG (3), RAS (3)
AFO 5	Support to Operations		-		* ****************					
	OVPI MFO 1. Fact Ity Devel apment 5 ervices									
	PI 1: Nu nber of friculty purruing advanced research degree programs (PhD) facilitated, in onitored and assist at *	i)ept. Head 4 Faculty	3	100%	3	4	4	4	4	ADVε lida; BEB ancale; RI)Troyo
	OVPI MF 0 2. Fac alty Recruitment/Hiring Ser ices					-				

,

	PI 2: Number of fliculty recluited/hire I based on needed competericies and aligned with ISO standards *	Dept. Head & Faculty	1	200%	2	5	5	5	5	Part- ime
	OVPI MF O 3. Fac alty Evaluation Se vices									
	PI 3: Nur iber of se minars/trainings/ conventions workshops coordinal ad for entire university *	Dept. Head & Faculty								
	P1.4: Nur iber of se minars/trainings/ conventions workshops coordinal ad outside of the university *	Dept. Head & Faculty								
	PI 5: Pe centage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	100%	100%	100%	5	5	5	5	
	P16: Number of in house se minars/trainings/ warkshops/reviews conducted *	Dept. Head & Faculty								
	PI7: Acditional o itputs*	Dept. Head & Faculty								
	Number of faculty/: taff awar is/honors received related to operations support				12	5	5	5	5	
	OVPI Mf O 4. Pro gram and Institutic nal Accorditation Services									
	P18.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 i ion-confo mity (No IIC)
FO 6	General Admin. & Support Services (GASS)									
	PL1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head	4	100%	4	4	4	4	4	
	PI 2. Zer a percent complaint from clier ts served	Dept. He ad & all faculty & staff	0		0	5	5	5	5	
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	2	250%	5	5	5	5	5	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	4	125%	5	5	5	5	5	
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	7	171%	12	5	5	5	5	
	PI 3: Ad litional O aputs	Dept. He ad & all faculty & staff								
	Number of Best practices/new initiativas in academic units' rnanagement replicated/benchmarked by other cepts/agericles *									

,

	90		16.	
Total Over-all Riting			264.000	
Average Rating		4	4.632	
Adject val Rating			Outstanding	

Received by: ____

Calibrated by:

TONI WARC L. DARGANTES

DANIE L LESLIE S. TAN

JEDGA RUO E. TULIN

Planning Office
Date: (2/23/2022

Chair an PMT 1 2023

Presic ent

e: 1 5 2023

* To ir dicate in the remarks colunn 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

Comments & Recommendations for Dev Hopment purposes