VISAYAS
STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **DIONESIO M. BAÑOC**, Head of the Department of Agronomy, commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January - June 2023.

DIONESIO M. BAÑOC
Department Head
Date: July 7, 2023

VICTOR B. ASIO
College Dean
Date: JUL 1 3 2023

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):   Total FTE (1x2   RDE Commitments***

Personnel	Num	Min. FTE (2)		Research	Publication	Extension
Department Head	1	15.44	15.4	1.0	4	1
Faculty w/ Univ. Designated Position	-	0	0.0	0.0	0	0
Regular Faculty (VSL)*	7	14	100.3	2.0	5	3
Regular Faculty (TLS)*	0	0	0.0	0.0	0	0
Part time Faculty	3	24	70.7	0.0	0	0
Admin Staff Members	3	0				
TOTAL:			206	3.0	9	4

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		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
MFO 1			ADVANCED EDUCATION SERVICES (20%)										

			Responsible	Target	Accomplishment	Rating				Average	Remarks	Weight
		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									4%
	a.	pursuing advanced research degree program (Ph.D) *	Dept. Head & Faculty	9%	27%	/11 Facult	5	5	5	5.00	Two faculty pursuing PhD degree at UPLB and one at Oklahoma State University	
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Dept. Head & Faculty	27%	75%	3 projects implemented at 75% accopmlishment	5	4	5	4.67	Two on-going projects under VSU-IRRI Internationalization Program. One legume research project under the Department of Agronomy.	
	c.	producing technologies for commercialization or livelihood improvement	Dept. Head & Faculty							0.00		
	d.	whose research resulted in an extension program	Dept. Head & Faculty	12%	60%	4 extension projects conducted at 60% accomplis	4	5	5	4.67	The previous extension project was improved into four components for DA Extension Program	
AVERAGE										4.78		
		OVPI MFO 2. Graduate Student Management Services								0.00		
		PI 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty	100%	100%	half only	5	5	5	5.00		2%
		PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty	100%	100%	2/2	5	5	5	5.00	DA has 2 existing graduate degree programs + Ph.D. program with approved COPC	2%
		PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	2	100%	2/2	5	5	5	5.00	DA has 2 existing graduate degree programs	2%
		PI 4: Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty	15	93%	13.9/15	5	5	5	5.00	For two graduate programs; MS & MagDev.	2%
		PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty	0%	4%					0.00		2%

	PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty	70%	67%	6/9	5	4	5	4.67	six graduates out of nine students for same class of CY 2022-2023	2%
	PI 7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty									
	PI 8: Number of graduate students advised *	Dept. Head & Faculty	13	161%	21/13	5	5	5	5.00	MS and MagDev Students	2%
	PI 9: Number of instructional materials developed *	Dept. Head & Faculty									
	On-line ready courseware	Dept. Head & Faculty	3	100%	3/3	5	5	5	5.00	MagDev. Subjects; Agro141e, 241e, etc.	
	Flexible instructional materials	Dept. Head & Faculty									
	Assessment tools	Dept. Head & Faculty	10	70%	7/10 half only	5	4	5	4.67	Edited and improved assessments and learning tasks	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	6	67%	6 half on	5	4	5	4.67	Edited and improved learning modules	
	AVERAGE								4.37		
MFO 2	HIGHER EDUCATION SERVICES (50%)								0.00		
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	62%	0%	half only				0.00	No LEA this sem, LEA will be scheduled in November 2023	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	82%	90%	half only	4	5	5	4.67	90 % of the graduates were employed and got DOST scholarship for their graduate degree programs.	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100%	100%	full	5	5	5	5.00	All students are enrolled in CHED identified and RDC-identified priority programs.	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100%	100%	full	5	5	5	5.00	All students are enrolled in CHED acrredited prorgams	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	108	178%	192.2/108	5	5	5	5.00		20%

	PI 8: Number of students advised: *	Dept. Head & Faculty	20.00	105%	21/20	5	5	5	5.00	Undergraduate students major in Agronomy	2.5%
	On thesis/ field practice/special problem	Dept. Head & Faculty	27	107%	29/27	5	5	5	5.00	Thesis students & OJT	1%
	No. of approved manuscript submitted within prescribed period	Dept. Head & Faculty	2	550%	11/2 2nd sem only	5	5	5	5.00		1%
	On consultation	Dept. Head & Faculty	20	145%	29/20 half only	4	5	5	4.67	Number of undergraduate students consulted regarding thesis outline & manuscript and OJT narrative reports	0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty							0.00	No organized/recognized students' organization	
	Student organizations advised	Dept. Head & Faculty	1	100%	1/1	5	5	5	5.00		1.25%
	Student organizations assisted on student related activities	Dept. Head & Faculty	1	100%	1/1	5	5	5	5.00		1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty	5	60%	3/5 half only	4	5	5	4.67	Continue to develop instructional materials for BS and graduate programs	10%
	On-line ready courseware	Dept. Head & Faculty	4	100%	4/4	5	5	5	5.00	Continue to develop online instructional materials for undergd and graduate	
	Flexible instructional materials	Dept. Head & Faculty	1	200%	2/1	5	5	5	5.00	Continue to develop flexible instructional materials for BS and graduate programs	
	Assessment tools	Dept. Head & Faculty	20	100%	20/20	5	5	5	5.00	Continue to develop and edit assessment tools for BS and graduate programs	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	7	71%	5/7 half only	4	5	5	4.67	Continue to develop virtual classroom for BS and graduate programs	
	PI 11: Additional Outputs	Dept. Head & Faculty	none						0.00		
	AVERAGE								4.91		
MFO 3	RESEARCH SERVICES (10%)								0.00		
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty	0	0					0.00		

	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	0	0					0.00	All researches are ongoing	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *								0.00		20%
	In refereed int'l journals	Dept. Head & Faculty	10%	100%	1/1	5	5	5	5.00	Published by Blanco, Ratilla & Banoc At SVU-IJAS, 2023	1.50%
	In refereed nat'l/regional journals	Dept. Head & Faculty	10%			5	5	5	5.00	More publications in referred journals are coming from the research output of the Department of Agronomy	0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty	1	200%	2/1	5	5	5	5.00	presented by Dr. Ratilla, Dr. Bañoc & during the in-house review of VSU Internationalization program	0.5%
	In int'l fora/conferences		0						0.00		1.50%
	In nat'l/regional fora/conferences		0	2					0.00		0.50%
	PI 5. Percent of research proposals developed *	Dept. Head & Faculty	0	200%	2/1	5	5	5	5.00	Developed and approved by IRRI (VSU Internationalization Program)	0.5%
	PI 6. Additional outputs*	Dept. Head & Faculty	0						0.00	5	
	No. of research-related awards (research conducted by faculty or student w/ faculty)								0.00		1.50%
	AVERAGE								5.00		
MFO 4	EXTENSION SERVICES (10%)								0.00		
	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	300%	3/1	5	5	5	5.00	Project Collaborators from LGU Baybay City, Albuera, Leyte & Naval, Biliran	2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	0	0					0.00		2%

PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1	100%	1/1	5	5	5	5.00	Extension program relative to training spearheaded by the department	2%
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							0.00		1%
PI 5. *Number of technical/expert services* *	Dept. Head & Faculty	3	100%	3 half on	5	5	5	5.00	Expert services on rice ratooning conducted in Baybay City, Albuera, Leyte & Naval, Biliran	1%
Research Mentoring	Dept. Head & Faculty	2	100%	2/2 half only	5	5	5	5.00	Mentored 2 MS students & LGU technicians in the conduct of transect survey in Albuera & Inopacan, Leyte	
Peer reviewers/Panelists	Dept. Head & Faculty	5	100%	5/5 half onl	5	5	5	5.00	Numerous articles for publicaction were reviewed by the DA faculty	
Resource Persons	Dept. Head & Faculty	5	100%	5/5 half onl	5	5	5	5.00	Resource persons in training on climate smart technologies in combatting climate change in Naval, Albuera & Baybay City	
Convenor/Organizer	Dept. Head & Faculty	0								
Consultancy in production services	Dept. Head & Faculty	1	100%	1/1 half onl	4	5	5	4.67	Free consultancy regarding the conduct of a transect survey in Albuera, Leyte	
Evaluator	Dept. Head & Faculty	3	100%	3/3 half onl	5	5	5	5.00	A lot of articles for publication were evaluated by the DA faculty	
PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	0						0.00		
PI 11. Additional outputs *	Dept. Head & Faculty	none						0.00		
No. of extension-related awards (extn. conducted by faculty or student & faculty) *	Dept. Head & Faculty	0						0.00		1.5%
AVERAGE								4.96		
MFO 5 **Support to Operations**								0.00		
OVPI MFO 1. Faculty Development Services								0.00		

	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	2	150%	3/2	5	5	5	5.00	1 DA faculty on study leave, 2 reinstated but still writing her manuscript & other one conducting his field experiment	0.625%
	OVPI MFO 2. Faculty Recruitment/Hiring Services								0.00		
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty	3	100%	3/3 half onl	5	5	5	5.00	3 parttimers instructors were hired	0.125%
	OVPI MFO 3. Faculty Evaluation Services								0.00		
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty	0	0							
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	0	5					0.00	3 seminars/training conducted in LGU Baybay, one in Albuera & one in Naval. Biliran	
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	100%	100%		5	5	5	5.00	No result yet from OVPAA.	0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	0						0.00		
	PI 7 : Additional outputs *	Dept. Head & Faculty	None						0.00		
	Number of faculty/staff awards/honors received related to operations support		0						0.00		0.25%
	OVPI MFO 4. Program and Institutional Accreditation Services								0.00		
	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	None								
	AVERAGE								5.00		
MFO 6	**General Admin. & Support Services (GASS)**								0.00		
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head	2	50%	2 half on	5	5	5	5.00	complied and submitted	1%

PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	0	0.00								
PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	1	300%	'1 half on	5	5	5	5.00	conducted a coaching sessions between faculty and the head	
PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	1	300%	/1 half on	5	5	5	5.00	Conducted during Departments` monthly meeting	
PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	1	300%	'1 half on	5	5	5	5.00	DA monthly meeting	
PI 3: Additional Outputs	Dept. Head & all faculty & staff							0.00		
Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *		1	100%	'1 half on	5.0	5.0	5.0	5.00	conducted team building activities for smooth operations of the department's overall undertakings	2%
AVERAGE								5.00		
					229	231	235	231.67		
Total Over-all Rating						47.77				
Average Rating			1.22%			4.85				
Adjectival Rating						**OUTSTANDING**				

Received by:

TONI MARC L. DARGANTES
Planning Office
Date: JUL 1 3 2023

Calibrated by:

DANIEL LESLIE S. TAN
Chairman, PMT
Date: JUL 1 4 2023

Approved:

EDGARDO E. TULIN
President
Date: JUL 19, 2023

*   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