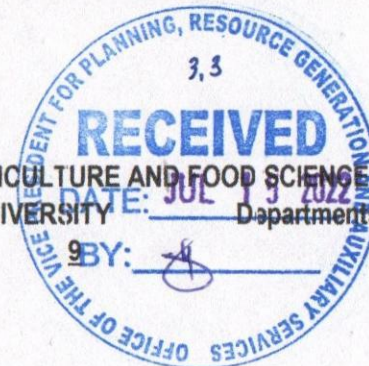




**VISAYAS**  
STATE UNIVERSITY



COLLEGE OF AGRICULTURE AND FOOD SCIENCE  
VISAYAS STATE UNIVERSITY  
Departments



### OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, VICTOR B. ASIO, Dean of the College of Agriculture and Food Science (CAFS), 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 2022.

**VICTOR B. ASIO**

College Dean

Date: 7/14/22

**BEATRIZ S. BELONIAS**

Vice President for Acad. Affairs

Date: 07/14/22

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

Total FTE (1x2) E Commitments\*\*\*

Personnel	Number (1)	Min. FTE (2)	Research	Extension
Department Head		9	1	
Faculty w/ Univ. Designated Position		10	1	
Regular Faculty (VSL)*		-	1	
Regular Faculty (TL3)*		-	0	
Part time Faculty		-	0	
Affiliate Staff				
Admin Staff Members		2		
<b>TOTAL:</b>			<b>#REF!</b>	<b>#REF!</b>
				3

Rating  
Equivalent:  
5 -  
Outstanding  
4 - Very  
Satisfactory  
3 -

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



MFO No.	Success/Performance Indicator (PI)			Units/Persons Responsible	Consolidate d Targets of all acad. department s*	Actual Accomplis hments	Rating				Remark (Details of the targetted output indicators with **)
						% Accom plishment as of June 2022	Quality	Efficiency	Timeliness	Average	
MFO 1	ADVANCED EDUCATION SERVICES (20%)										
	OVPI MFO 1. Graduate Degree Program Management Services										
	1	faculty engaged in research work applied									
		a.	pursuing advanced research degree program (Ph.D) *	College Dean & Dept. Heads	10%	50%	5.00	5.00	5.00	5.00	
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	College Dean & Dept. Heads	30%	85%	5.00	5.00	5.00	5.00	
		c.	producing technologies for commercialization or livelihood improvement	College Dean & Dept. Heads	10%	85%	5.00	5.00	5.00	5.00	
		d.	whose research resulted in an extension program	College Dean & Dept. Heads	10%	80%	5.00	5.00	5.00	5.00	
	OVPI MFO 2. Graduate Student Management Services										
	PI 1: Percentage of graduate students enrolled in research degree programs *			College Dean & Dept. Heads	80%	100%	5.00	5.00	5.00	5.00	
	PI 2: Percentage of accredited graduate programs *			College Dean & Dept. Heads	100%	100%	5.00	5.00	5.00	5.00	



	<b>PI 3:</b> Number of graduate degree specializations offered and monitored *	College Dean & Dept. Heads	18	22	5.00	5.00	5.00	5.00	
	<b>PI 4:</b> Total FTE coordinated, implemented & monitored *	College Dean & Dept. Heads	160	122.10	5.00	5.00	5.00	5.00	
	<b>PI 5:</b> Percentage increase in number of graduate students enrolled *	College Dean & Dept. Heads	5%	24%	5.00	5.00	5.00	5.00	
	<b>PI 6:</b> Percentage increase in number of students who graduated within prescribed period *	College Dean & Dept. Heads	50%	32%	5.00	5.00	5.00	5.00	
	<b>PI 7:</b> Number of graduate students awarded with honors/distinction *	College Dean & Dept. Heads	-	-	-	-	-	-	
	<b>PI 8:</b> Number of graduate students advised *	College Dean & Dept. Heads	95	170	5.00	5.00	5.00	5.00	
	<b>PI 9:</b> Number of instructional materials developed *	College Dean & Dept. Heads							
	On-line ready courseware	College Dean & Dept. Heads	44	45	5.00	5.00	5.00	5.00	
	Flexible instructional materials	College Dean & Dept. Heads	47	79	5.00	5.00	5.00	5.00	
	Assessment tools	College Dean & Dept. Heads	70	173	5.00	5.00	5.00	5.00	
	<b>PI 10:</b> Number of virtual classrooms created and operationalized	College Dean & Dept. Heads	38	44	5.00	5.00	5.00	5.00	
<b>MFO 2</b>	<b>HIGHER EDUCATION SERVICES (50%)</b>								
	<b>PI 1:</b> Percentage of first time licensure exam takers that pass the licensure exams *	College Dean & Dept. Heads	40%	none	-	-	-	-	<b>Nov.22- LEA Exam</b>
	<b>PI 2:</b> Percentage of graduates (2 years prior) that are employed *	College Dean & Dept. Heads	60%	87%	5.00	5.00	5.00	5.00	
	<b>PI 3:</b> Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	College Dean & Dept. Heads	100%	100%	5.00	5.00	5.00	5.00	



	<b>PI 4:</b> Percentage of undergraduate programs with accreditations *	College Dean & Dept. Heads	100%	100%	5.00	5.00	5.00	5.00	
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	College Dean & Dept. Heads	1,121	1170.99	5.00	5.00	5.00	5.00	
	<b>PI 8:</b> Number of students advised: *								
	<i>On thesis/ field practice/special problem</i>	College Dean & Dept. Heads	211	398	5.00	5.00	5.00	5.00	
	<i>No. of approved manuscript submitted within prescribed period</i>	College Dean & Dept. Heads	145	65	5.00	5.00	5.00	5.00	
	<i>On consultation</i>	College Dean & Dept. Heads	665	715	5.00	5.00	5.00	5.00	
	<b>PI 9:</b> Number of student organizations advised/ assisted *								
	<i>Student organizations advised</i>	College Dean & Dept. Heads	10	23	5.00	5.00	5.00	5.00	
	<i>Student organizations assisted on student related activities</i>	College Dean & Dept. Heads	7	23	5.00	5.00	5.00	5.00	
	<b>PI 10:</b> Number of instructional materials developed *								
	<i>On-line ready courseware</i>	College Dean & Dept. Heads	60	54	5.00	5.00	5.00	5.00	
	<i>Flexible instructional materials</i>	College Dean & Dept. Heads	75	110	5.00	5.00	5.00	5.00	
	<i>Assessment tools</i>	College Dean & Dept. Heads	160	404	5.00	5.00	5.00	5.00	
	<b>PI 10:</b> Number of virtual classrooms created and operationalized	College Dean & Dept. Heads	60	66	5.00	5.00	5.00	5.00	
	<b>PI 11:</b> Additional Outputs: OBE Compliant Syllabi	College Dean & Dept. Heads	10	-	-	-	-	-	
<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 *	College Dean & Dept. Heads	15	15	5.00	5.00	5.00	5.00	



	<b>PI 2.</b> Number of research outputs completed within the year *	College Dean & Dept. Heads	10	10	5.00	5.00	5.00	5.00	
	<b>PI 3.</b> Percentage of research outputs published in								
	<i>In refereed int'l journals</i>	College Dean & Dept. Heads	20%	30%	5.00	5.00	5.00	5.00	
	<i>In refereed nat'l/regional journals</i>	College Dean & Dept. Heads	20%	30%	5.00	5.00	5.00	5.00	
	<b>PI 4.</b> Number of research outputs presented in regiona /national/ int'l fora/conferences *								
	<i>In int'l fora/conferences</i>	College Dean & Dept. Heads	10	12	5.00	5.00	5.00	5.00	
	<i>In nat'l/regional fora/conferences</i>	College Dean & Dept. Heads	20	20	5.00	5.00	5.00	5.00	
	<b>PI 5.</b> Percent of research proposals approved *	College Dean & Dept. Heads	50%	50%	5.00	5.00	5.00	5.00	
	<b>PI 6.</b> Additional outputs *								
	No. of research-related awards (research conducted by faculty or student w/ faculty)	College Dean & Dept. Heads	-	2	5.00	5.00	5.00	5.00	<b>DPM</b>
<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 *	College Dean & Dept. Heads	10	18	5.00	5.00	5.00	5.00	
	<b>PI 2.</b> Number of trainees weighted by the length of training *	College Dean & Dept. Heads	500	637	5.00	5.00	5.00	5.00	
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	College Dean & Dept. Heads	10	7	5.00	5.00	5.00	5.00	



	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	College Dean & Dept. Heads	50%	100%	5.00	5.00	5.00	5.00	
	PI 5. Number of technical/expert services *								
	Research Mentoring	College Dean & Dept. Heads	30	160	5.00	5.00	5.00	5.00	
	Peer reviewers/Panelists	College Dean & Dept. Heads	20	11	5.00	5.00	5.00	5.00	
	Resource Persons	College Dean & Dept. Heads	20	20	5.00	5.00	5.00	5.00	
	Convenor/Organizer	College Dean & Dept. Heads	10	6	5.00	5.00	5.00	5.00	
	Consultancy	College Dean & Dept. Heads	-	14	5.00	5.00	5.00	5.00	
	Evaluator	College Dean & Dept. Heads	10	6	5.00	5.00	5.00	5.00	
	PI 8. Percent of extension proposals approved	College Dean & Dept. Heads	50%	50%	5.00	5.00	5.00	5.00	
	PI 11. Additional outputs *								
	No. of extension-related awards (extn. conducted by faculty or student & faculty)	College Dean & Dept. Heads	-	2	5.00	5.00	5.00	5.00	DOH & DPM
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 *	College Dean & Dept. Heads	10	13	5.00	5.00	5.00	5.00	
OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	College Dean & Dept. Heads	5	12	5.00	5.00	5.00	5.00	
OVPI MFO 3. Faculty Evaluation Services									



	<b>PI 4:</b> Number of seminars/trainings/conventions/workshops coordinated outside of the university *	College Dean & Dept. Heads	20	22	5.00	5.00	5.00	5.00	
	<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	College Dean & Dept. Heads	80%	100%	5.00	5.00	5.00	5.00	
	<b>PI 6:</b> Number of in-house seminars/trainings/workshops/reviews conducted/attended *	College Dean & Dept. Heads	10	19	5.00	5.00	5.00	5.00	
	<b>PI 7:</b> Additional outputs								
	Number of faculty/staff awards/honors received related to operation's support	College Dean & Dept. Heads	-	-	-	-	-	-	
<b>OVPI MFO 4. Program and Institutional Accreditation Services</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	Dean & Dept. Heads	zero Non Conformity	zero Non Conformity	5.00	5.00	5.00	5.00	
<b>MFO 6</b>	<b>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	Dean	10	10	5.00	5.00	5.00	5.00	CAFS, DOST-ASTHRDP & CHED-NAFES
	<b>PI 2.</b> Zero percent complaint from clients served	Dean	minor complaint	No complaint	5.00	5.00	5.00	5.00	
	<b>PI 3.</b> Number of coaching sessions among department heads, faculty & staff ***	Dean and Dept. Heads	30	12	5.00	5.00	5.00	5.00	2x/mo.
	<b>PI 4.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of College/department targets ***	Dean and Dept. Heads	20	12.00	5.00	5.00	5.00	5.00	2x/mo.
	<b>PI 5.</b> Percentage of NCs received and acted	Dean	Zero	0%	5.00	5.00	5.00	5.00	



	PI 6. Percentage of CARs received and acted	Dean	Zero	100%	5.00	5.00	5.00	5.00	1/0
	PI 7. Number of regular executive committee meetings conducted ***	Dean and Dept. Heads	10	5	5.00	5.00	5.00	5.00	
	PI 8: Additional Outputs								
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies *	Deans & Dept. Heads	-	10	5.00	5.00	5.00	5.00	DA, DAS, DOH, DPBG, DPM
Total Over-all Rating								315.00	
Average Rating								5.00	
Adjectival Rating						OUTSTANDING			

Received by:

TONI MARC L. DARGANTES

Planning Office

Date: 7/15/2022

Calibrated by:

DANIEL LESLIE D. TAN

Chairman, PMT

Date: JUL 22 2022

Approved:

EDGARDO E. TULIN

f  
oic President 7/25/22

Date: \_\_\_\_\_