

Visayas State University
College of Engineering
DEPARTMENT OF ANIMAL SCIENCE

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **JULIUS V. ABELA**, Head of the Department of Animal 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 2019 to December, 2019**.

JULIUS V. ABELA
Department/Head, DAS-CAFS

VICTOR B. ASIO
Dean, CAFS

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

Personnel
Department Head
Faculty w/ Univ. Designated Position
Regular Faculty (Vac. & Sick Leaves)
Regular Faculty (Teacher's Leave)
Part time Faculty Members
Admin Staff Members

Number	FTE/2ndSem	FTE/Summer
1		
0		
6		
2		
1	Actual	Actual
5		

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
MFO 1	Advanced Education Services	PI 1. Number of FTE coordinated and implemented	JV Abela, LC Bestil, DM Espina, MRDLG Beato	15.50	28.13	5	5	5	5.00	On file
			PI 2. Number of graduates in mandated programs graduated w/in prescribed period (by GAC Chair/Members):							
		Masteral	JV Abela, LC Bestil, DM Espina	2	2	5	5	5	5.00	On file
		Doctoral	LC Bestil	1	1	5	5	5	5.00	On file
		PI 3. Number of graduate outlines submitted/approved (as chairman)	JV Abela, LC Bestil, DM Espina	6	9	5	5	5	5.00	On file
		PI 4. Number of graduate outlines submitted/approved (as member)	JV Abela, LC Bestil, DM Espina	6	8	5	5	5	5.00	On file
		PI 5. Number of graduate manuscripts submitted/approved (as chairman)	JV Abela, LC Bestil, DM Espina	5	5	5	5	5.00	On file	



4

OP# 221

4/7/20

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CARLITA V. DEVENA
6/17/20

		PI 6. Number of graduate subjects taught	DM Espina	5	7	5	5	5	5	5.00	On file
		PI 7. Number of graduate manuscripts submitted/approved (as member)	JV Abela, LC Bestil, DM Espina	6	7	5	5	5	5	5.00	On file
		PI 8. Number of graduate outlines and manuscripts submitted/approved (as dept. head)	JV Abela	6	6	5	5	5	5	5.00	On file
		PI 9. Graduate Advisory Committee:									
		Number of graduate advisees graduated with prescribe period (as chairman)	JV Abela, LC Bestil, DM Espina	6	7	5	5	5	5	5.00	On file
		Number of graduate advisees graduated with prescribe period (as member)	JV Abela, LC Bestil, DM Espina	6	7	5	5	5	5	5.00	On file
		PI 10. Number of hours spent on student consultations	LC Bestil, DM Espina	40	98	5	5	5	5	5.00	On file
		PI 11. Number of IM/5 Developed/Revised for Graduate Program:									
		New syllabi (IM)	DM Espina	0	1	5	5	5	5	5.00	On file
		PI 12. Number of international graduate faculty coordinated	DM Espina	0	1	5	5	5	5	5.00	On file
MFO 2	Higher Education Services	PI 1. Number of FTE coordinated and implemented	JV, Abela, Ma, RDLG Beato, LC Bestil, RRE Bustamante, MDM Garrido, RB Geromo	131	172.15	5	5	5	5	5.00	On file
		PI 2. Number of graduates in mandated									
		Bachelor of Animal Science (4 yr degree program) graduated	All DAS Faculty	10	15	5	5	5	5	5.00	On file
		PI 3. Number of degree programs compliant to CMO supervised and implemented	JV, Abela	1	1	5	5	5	5	5.00	On file
		PI 4. Number of curricular program reviewed	LC Bestil	0	2	5	5	5	5	5.00	On file
		PI 5. Number of students advised (as Adviser)	JV Abela, LC Bestil, RRE Bustamante, RB Geromo	119	149	5	5	5	5	5.00	On file
		PI 6. Number of hours spent on student consultation	All Academic Adviser	255	419	5	5	5	5	5.00	On file
		PI 7. Board Examination review classes	LC Bestil	1	6	5	5	5	5	5.00	On file

MFO 3	Research Services	PI 8. Number of Field Practice Reports Check and or Approved As Department Head		JV Abela	20	30	5	5	5	5	5.00	On file
		PI 9. Other students advising:										
		On thesis/field practice/special problem		Ma, RDLG Beato, RRE Bustamante	11	14	5	5	4	4	4.67	On file
		Student Research Coordinator		LC Bestil, MDM Garrido	2	3	5	5	4	4	4.67	On file
		NSTP-CW/STraining coordinated		RRE Bustamante	55	61	5	5	5	5	5.00	On file
		PI 10. No. of student organizations Advised/Assisted:										
		Student organizations advised/coached		JV, Abela, Ma, RDLG Beato, LC Bestil, RRE Bustamante, MDM Garrido	6	7	5	5	4	4	4.67	On file
		PI 11. Number of instructional materials developed:										
		New syllabi (IM)		All DAS Faculty	2	3	5	4	5	5	4.67	On file
		Revised IM's within the last 3 years		All DAS Regular Faculty	4	4	5	4	5	5	4.67	On file
		PI 12. Number of Instructional Facilities/Laboratories Developed/Improved/Maintained		DM Espina, Ma, RDLG Beato, RRE Bustamante, MDM Garrido, RB Geromo	5	5	5	5	4	4	4.67	On file
		PI 13. Trainings/Seminars Attended:										
		Number of faculty attending as participant		RRE Bustamante	1	1	5	5	4	4	4.67	On file

MFO 3 Research Services

PI 1. Number of published papers in Internationally Indexed Journals:												
In refereed Int'l Journals		LC Bestil	1	1	5	5	4	4	4	4	4.67	On file
No. of articles reviewed for ATR publication		LC Bestil	0	1	5	5	4	4	4	4	4.67	On file
PI 2. Number of research outputs presented in regional/national/ Int'l fora/conferences:												
In reg'l fora/conferences		LC Bestil	1	4	5	5	5	5	5	5	5.00	On file
PI 3. Number of RDE projects conducted and/or completed on schedule		LC Bestil	4	5	5	5	4	4	4	4	4.67	On file
PI 4. Percentage of research accomplished		RRE Bustamante	90%	99%	5	5	4	4	4	4	4.67	On file
PI 5. Amount/Value (Php) of research funds/resources externally generated)		LC Bestil	200,000.00	210,000.00	5	5	5	5	5	5	5.00	On file

		PI 6. Number of R & D Projects/Studies Conducted/Completed:											
		Yolanda Rehabilitation and Recovery Project (as project leader)	JV Abela, DM Espina	6	10	5	5	4	4.67	On file			
		Job Placement of Graduates of BSA, BSAGriv., BSAGDev, BSDC, and BAS of CAFS VSU Main Campus	JV Abela	1	2	5	5	5	5.00	On file			
		PI 7. Number of linkages forged:											
		Regional	DM Espina	1	1	5	5	5	5.00	On file			
MFO 4	Extension Services	PI 1. Number of Extension Projects/Studies Conducted/ Completed:											
		No. of extension proposals submitted	JV Abela, Ma. RDLG Beato, LC Bestil, RRE Bustamante, DM	5	6	5	5	4	4.67	On file			
		No. of extension proposals approved	JV Abela, Ma. RDLG Beato, LC Bestil, RRE Bustamante, DM	5	6	5	5	4	4.67	On file			
		Amount of extension money generated from external funding	JV Abela, Ma. RDLG Beato, LC Bestil, RRE Bustamante, DM	14.9 M	15.5 M	5	5	5	5.00	On file			
		No. of extension projects conducted (ATI-NTC/BIDANI and YRRP)	JV Abela, Ma. RDLG Beato, LC Bestil, RRE Bustamante, DM	13	13	5	5	5	5.00	On file			
		PI 2. Number of linkages forged:											
		Regional	JV Abela, RRE Bustamante	1	3	5	5	5	5.00	On file			
		Local (Mayors, MAOs, Farmer Associations)	All YRRP Project Leaders	19	28	5	5	5	5.00	On file			
		PI 3. Trainings served:											
		Number of person-days trained	All DAS Faculty	25	30	5	5	5	5.00	On file			
		Number of trainings conducted	All DAS Faculty	1	1	5	5	5	5.00	On file			
		PI 4. Number of Walk-in Beneficiaries served:											
		Private individuals/groups	All DAS Faculty	50	110	5	5	5	5.00	On file			
		PI 5. Technical/Expert Services (International, national, regional):											
		Farmer's Field Day (VSU-Villaba)	LC Bestil	1	1	5	5	5	5.00	On file			

	Resource person	JV, Abela, LC Bestil, DM Espina, Ma, RDLG Beato	12	15	5	5	5	5	5.00	On file
	PL6. Extension Communicator Services	RRE Bustamante	1	1	5	5	5	5	5.00	On file
	PI 7. Extension Project Administration:									
	Number of PR, canvass papers, PO, Vouchers, TO, trip tickets signed and released on time	JV Abela, Ma, RDLG Beato, LC Bestil, RRE Bustamante, DM Espina	60	88	5	5	5	5	5.00	On file
	Number of Project Reports signed and submitted on time	JV Abela, Ma, RDLG Beato, LC Bestil, RRE Bustamante, DM Espina	10	11	5	5	5	5	5.00	On file
	Number of Project Coordination meetings conducted (with Municipal Mayors, Municipal Agriculturist, Farmers Cooperatives)	JV Abela, Ma, RDLG Beato, LC Bestil, RRE Bustamante, DM Espina	29	30	5	5	5	5	5.00	On file
	PL8. Resource Person on Commodity Team	JV Abela, LC Bestil, DM Espina	1	2	5	5	5	5	5.00	On file
	PL1. Number of Staff/Caretakers Managed	Ma, RDLG Beato, RRE Bustamante, MDM Garrido, RB Geromo	5	7	5	5	5	5	5.00	On file
	PL2. Number of STF projects developed/ Improved or maintained	Ma, RDLG Beato, RRE Bustamante, MDM Garrido, RB Geromo	3	4	5	5	5	5	5.00	On file
	PL3. Percentage Increase in Inventory value and/or Income of STF projects relative to previous Year	Ma, RDLG Beato - RRE Bustamante - CV Sanchez -	5% 40% 5%	20% 45% 10%	5	5	5	5	5.00	On file
MFO 5	PL4. Percentage of STF projects supporting Instruction, research & extension	Ma, RDLG Beato - RRE Bustamante - MDM Garrido - RB Geromo - CV Sanchez -	75% 75% 50% 50% 50%	75% 80% 100% 100% 100%	5	5	5	5	5.00	On file
	PL5. Number of Project Reports prepared and submitted on time	VM Lamo	6	6	5	5	5	5	5.00	On file

MFO 6	General Admin. & Support Services (GASS)	Attendance to University Committees:											
	<u>PL1. No. of meetings of department/college/university committees attended</u> <u>PL2. No. of University/College/ Department designation</u>	All DAS faculty/Staff	20	31	5	5	5	5	5.00	On file			
		JV Abela, Ma, RDLG Beato, LC Bestil, RRE Bustamante, MDM Garrido, RB Geromo,	7	8	5	5	5	5	5.00	On file			
	DAS Instructional/Administrative Support Services:												
	<u>PL3. No. of other DAS rooms monitored (DAS Library, Conference Rm., Store Rm., SASS Office, Admin. Office, Faculty Rms.)</u>	JV Abela	6	11	5	5	5	5	5.00	On file			
	<u>PL4. No. of academic lecture and laboratory rooms maintained</u>	JV Abela, Espina	7	8	5	5	5	5	5.00	On file			
	<u>PL5. No. of faculty/staff/ animal caretakers/graduate teaching assistants managed</u>	JV Abela, DM Espina	23	25	5	5	5	5	5.00	On file			
	<u>PL6. No. of hours spent on monitoring</u>	JV Abela	80	100	5	5	5	5	5.00	On file			
	<u>PL7. No. of hours coaching</u>	JV Abela	50	80	5	5	5	5	5.00	On file			
	<u>PL8. No. of hours spent on performing tracking</u>	JV Abela	60	100	5	5	5	5	5.00	On file			
	<u>PL9. No. of documents signed, lab. analysis results signed, etc.</u>	JV Abela	300	500	5	5	5	5	5.00	On file			
	<u>PL10. No. of DAS committees (As member)</u>	All DAS faculty/Staff	17	25	5	5	5	5	5.00	On file			
	<u>PL11. No. of DAS committees (Chairperson)</u>	All DAS faculty	6	8	5	5	5	5	5.00	On file			
	<u>PL12. Percentage attendance to department meetings</u>	All DAS faculty/Staff	100%	100%	5	5	5	5	5.00	On file			
	<u>PL13. No. of minutes of meetings corrected</u>	JV Abela	6	6	5	5	5	5	5.00	On file			
	DAS Administrative/Instructional/Animal Projects Support Services:												
	<u>PL1. No. of animal projects monitored and assisted</u>	JV Abela	3	4	5	5	5	5	5.00	On file			
	<u>PL2. Number of animal facilities/ equipment repaired and/or maintained</u>	JV Latras, OV Latras	8	20	5	5	5	5	5.00	On file			

		PL17. Number of classrooms utilization and schedules of faculty rooms schedules and consultation encoded, printed, and posted	PCGumba JR.	18	20	5	5	5	5.00	On file
		PL18. Number of ip messages with file attachments, forms/memos received, printed, replied, and posted for information dissemination to faculty and staff	PCGumba JR.	250	375	5	5	5	5.00	On file
		PL19. Number of subjects conducted for Teaching Performance Evaluation By-Students to faculty of other departments per memorandum issued by the VSU President	PCGumba JR.	15	28	5	5	5	5.00	On file
		PL20. Number of DAS lecture/laboratory rooms, offices opened/closed	VM Lamo	10	10	5	5	5	5.00	On file
		PL1. Zero percent complaint from client served	CV Ranchez	90%	100%	5	5	5	5.00	On file
			PCGumba, Jr.	90%	100%	5	5	5	5.00	On file
Total Over-all Rating										
Average Rating										470.33
Adjectival Rating										4.95
										OUTSTANDING

Received by:

Calibrated by:

Recommending Approval:

Approved:



DILBERTO O. FERRAREN

Planning Office



REMBERTO A. PATINDOL

Chairman, PMT

Date: _____

Date: _____

Date: _____

Date: _____

Legend:

- Q¹ - Quality
- E² - Efficiency
- T³ - Timeliness
- A⁴ - Average

Rating Scale:

- 4.6 - 5.0 Outstanding
- 3.8 - 4.5 Very Satisfactory
- 3.0 - 3.7 Satisfactory
- 2.2 - 2.9 Unsatisfactory
- 2.1 - & below Poor

EDGARDO E. TULUN

President