



VISAYAS
STATE UNIVERSITY



**DEPARTMENT OF PLANT
BREEDING AND GENETICS**

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **JERRY B. SANGUILLOSA**, Department of Plant Breeding and Genetics (DPBG), 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 2024.

JERRY B. SANGUILLOSA

DPBG Head

Date: 7/11/24

SUZETTE B. LINA

College Dean

Date: 7/12/24

GILBERT MODINO
9/10/24

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

Personnel	Number (1)	Min. FTE (2)	Publication	Extension
Department Head	1	6.7		
Faculty w/ Univ. Designated Position				
Regular Faculty (VSL)*	2	38.45		
Regular Faculty (TLS)*				
Part time Faculty	2	94.45		
Affiliate Staff	2	12.75		
Admin Staff Members				
TOTAL:	7	152.35		

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))

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

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Targets	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)
MFO 1	ADVANCED EDUCATION SERVICES (20%)								
	1	Increase enrolment in graduate distant education program							
		1.1. Percent increase enrolment of extramural students (graduate distance education)							
		1. 2. Number of new attractive extramural programs proposed							
	2	Increase enrolment of graduate international students							
		2.1. Number of new international graduate students enrolled							
	3	Increase enrolment in graduate programs							
		3. 1. Percent increase in graduate students enrolled							
	4	Teach Graduate Courses							
		4.1 Total FTE monitored							
	5	Offer new programs and/or revise existing one							
		5.1 Number of new or revised curricular proposals submitted							
		5.2 Number of new or revised proposals approved by UCC							
		5.3 Number of new degree programs implemented							
	6	Increase percentage of graduate students graduating within prescribed period							
		6.1 Percentage increase in number of graduate students who graduated within prescribed period							
MFO2	HIGHER EDUCATION SERVICES								
	7	Increase the performance of graduates in licensure exams							
		7.1 Percentage passing of first time takers	Dept. Head and Faculty	50%					
		7.2 Percentage of programs with board exams with passing rate above the national (first time takers)	Dept. Head and Faculty	50%					

	8	Increase employability of graduates 2 years prior									
		8.1	Percentage of graduates employed	Dept. Head and Faculty	50%						
	9	Increase enrolment of undergraduate students in CHED and RDC-identified programs									
		9.1	Percentage of students enrolled								
	10	Teach Undergraduate courses									
		10.1	Total FTE monitored	Dept. Head and Faculty	90	152.35	5	5	5	5	
	11	Monitor undergraduate degree programs implementation									
		11.1	Number of graduate degree programs/specializations offered and monitored								
	12	Increase number of students graduating with honors/distinction									
		12.1	Number of students awarded with honors/distinction								
	13	Produce teaching-learning materials for efficient delivery of instruction									
		13.1	Percentage of courses offered with approved course syllabi	Dept. Head and Faculty	100%	100% (6/6)	5	5	5	5	
		13.2	Percentage of courses offered with approved lms	Dept. Head and Faculty	20%	33% (2/6)	5	5	5	5	
	14	Improve the graduation rate of undergraduate students									
		14.1	Percentage of undergraduate students who graduated within the prescribed period	Dept. Head and Faculty	50%						
	15	Improve delivery of instruction services									
		15.1	Number of curricular reviews conducted								
		15.2	Number of IMs reviewed by the CCC								
		15.3	Number of course syllabi and Tos reviewed and approved	Dept. Head and Faculty	10	17	5	5	4	4.7	
MFO5	SUPPORT TO OPERATIONS										

	16	Increase graduation rate fo faculty-scholars									
	16.1	Number of faculty scholars who graduated									
	17	Obtain accreditation for all graduate program									
	17.1	Number of programs accredited at least 1 level									
	18	Instructional materials approved by the UIMRC									
	18.1	Number of instructional materials approved									
	19	Increase the percentage of graduate faculty pursuing PhD									
	19.1	Percentage of graduate faculty									
	20	Obtain COPC of graduate program									
	20.1	Number of programs with COPC									
	21	Increase the percentage of graduate students enrolled on schedule									
	21.1	Percentage of graduate students enrolled on schedule									
	22	Increase number of students with scholarships/assistanships									
	22.1	Number of graduate students awarded with scholarships/assistantships									
	23	Obtain COPC of undergraduate programs									
	23.1	Number of program with COPC									
	24	Obtain accreditation for all undergraduate programs									
	24.1	Number of programs accredited at least 1 level	Dept. Head and Faculty	1	1	5	5	5	5		
	25	Increase percentage of undergraduate students enrolled on schedule									

[illegible]

		31.1	Number of OJT MOAs prepared	Dept. Head and Faculty	1	3	5	5	4	4.7	
		31.2	Number of student interns deployed and monitored	Dept. Head and Faculty	5	10	5	5	5	5	
		31.3	Number of thesis students advised	Dept. Head and Faculty	5	10	5	5	5	5	
	32	Provide mentorship to students from partner schools									
		32.1	Number of exchange students supervised								
		32.2	Number of students from other schools having summer program supervised								
	33	Share available facilities and expertise to other students of the university									
		33.1	Number of students from other academic departments conducting research activities served								
	34	Augment instructional facilities									
		34.1	Number of classrooms and lab rooms constructed and/or renovated								
	35	Promptly release the TPES summary result as input for coaching and mentoring activities									
		35.1	Percentage of TPES summary results released on or before the end of the midterm exams of the succeeding semester								
	36	Improve overall work performance of faculty members									
		36.1	Percentage of faculty members evaluated by their supervisors								
MFO6	GENERAL ADMINISTRATION AND SERVICES										
	37	Efficiently utilize the allocated budget from regular agency fund (GAA)									
		37.1	Percentage budget utilization								
	38	Efficiently utilize allocated internally generated fund									
		38.1	Percentage budget utilization								

	39	Efficiently deliver needed services									
		39.1	Number of departments/institute/offices supervised								
		39.2	Number of management meetings conducted								
		39.3	Number of committee meetings conducted	Dept. Head and Faculty	4	6	5	5	5	5	
		39.4	Number of routinary documents acted	Dept. Head and Faculty	100	269	5	5	5	5	
		39.5	Number of requests acted	Dept. Head and Faculty	50	255	5	5	5	5	
		39.6	Number of memoranda prepared								
		39.7	Percentage of IFWs submitted to OVPAA September 30	Dept. Head and Faculty	100%	100%	5	5	5	5	
		39.8	Percentage of "Report of Actual Teaching Load" submitted to OVPAA 30 days after the start of classes	Dept. Head and Faculty	100%	100%	5	5	5	5	
		39.9	Percentage of faculty and staff submitted a DTR every month	Dept. Head and Faculty	100%	100%	5	5	4	4.7	
		39.1	Percentage of complaints, if any, addressed on time	Dept. Head and Faculty	100%	100%	5	5	5	5	
		39.11	Percentage of action plans implemented and monitored as scheduled	Dept. Head and Faculty	100%	100%	5	5	5	5	
		39.12	Monthly accomplishment report submitted on time	Dept. Head and Faculty	100%	83% (5/6)	5	5	4	4.7	
MFO3	RESEARCH SERVICES										
	40	Increase the insternational publication outputs of faculty members									
		40.1	Number of Scopus, WoS and ACI publications and other reputable journals								
	41	Increase the number of research outputs completed									
		41.1	Number of outputs								
	42	Enhance the research competence of faculty									

		42.1	Number of research proposals submitted	Dept. Head and Faculty	1	2	5	5	5	5	
		42.2	Number of research proposals approved	Dept. Head and Faculty	5	6	5	5	5	5	
		42.3	Number of approved research projects/studies implemented								
		42.4	Amount of research money obtained from external source								
		42.5	Amount of research money obtained from internal sources								
		42.6	Number of research outputs presented in:								
			a. International								
			b. National								
			c. regional or institutional conferences								
		42.7	Number of patent applications								
		42.8	Number of patents approved								
		42.9	Number of creative works publised								
		42.10	Number of research articles derived from approved research in the university, submitted								
		42.11	Number of research articles derived from approved research in the university, publised								
MFO4	EXTENSION SERVICES										
	43	Increase the research outputs utilized by the industry or by other beneficiaries									
		43.1	Number of research outputs								
	44	Engage in active partnership with LGUs, industries, NGOs, NGAs, SMEs and other stakeholders as a result of extension activities									

		44.1	Number of MOUs/MOA								
	45	Increase the number of trainees weighted by the length of training									
		45.1	Number of trainees weighted by the length of training								
	46	Undertake extension programs and projects consistent with VSUs mandated and priority programs									
		46.1	Numb extension programs projects conducted								
	47	Increase the percentage of beneficiaries who rated the training course as satisfactory or higher in terms of quality and relevance									
		47.1	Percentage beneficiaries who rated the training course as satisfactory or higher in terms of quality and relevance								
	48	Enhance extension competence of the faculty									
		48.1	Number of extension proposals submitted								
		48.2	Number of extension proposals approved								
		48.3	Number of approved extension projects implemented								
		48.4	Number of extension outputs presented in:								
			a. International								
			b. National								
			c. regional or institutional conferences								
		48.5	Number of extension activities conducted								

		48.6	Number of trainings, seminars and for a conducted	Dept. Head and Faculty	1	1	5	5	5	5	
		48.7	Number of expert services rendered:								
			a. peer reviewer of journal/book								
			b. reviewer of research and extension proposals								
			c. resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, organizer, facilitator)								
		48.8	Number of IEC materials developed								
		48.9	Number of IEC materials distributed								
		48.10	Number of extension articles derived from approved extension in the university, submitted								
		48.11	Number of extension articles derived from approved extension in the university published								
		48.12	Amount of money obtained from external sources								
		48.13	Amount of money obtained from internal sources								
		49	Share best practices to other institutions								
		49.1	Number of external institutions/agencies conducting benchmarking activities served								
Total Over-all Rating									133.500		
Average Rating									4.944		
Adjectival Rating									OUTSTANDING		

Received by:


TONI MARC L. DARGANTES

Planning Office

Date: JUL 12 2014

Calibrated by:


ELWIN JAY V. YU *OK UP*
Chairman, PMT *7/12/14*

Date: _____

Approved:


PROSE IVY G. YEPES

University President

Date: 9/6/14

* The College target should be equal to the consolidated target of the departments under the College.

** To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

*** No percentage weight for ranking purposes since the Office of the Dean is automatically attached to the highest ranking department under him.