



OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, ROSARIO A. SALAS, Head of the Department of Horticulture, commits 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 2021.

ROSARIO A. SALAS

Department Head

Date: July 15, 2021

VICTOR B. ASIO

College Dean

Date: 28 July 2021

INFORMATION ON PERSONNEL 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 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))

MFO No.		Success/Performance Indicator (PI)	Units/Person s Responsible	Department Target	Actual		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
					% Accom- plishment	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average		
MFO 1		ADVANCED EDUCATION SERVICES (20%)										
		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) *		2	3.00		5	5	5	5		
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		7	7.00		5	5	5	5		



	c.	producing technologies for commercialization or livelihood improvement			1	1.00		5	5	5	5		
	d.	whose research resulted in an extension program			1	3.00		5	5	5	5		
	OVPI MFO 2. Graduate Student Management Services												
	PI 1: Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty	50.00%	100.00%		5	5	5	5			2%
	PI 2: Percentage of accredited graduate programs *		Dept. Head & Faculty	50.00%	100.00%		5	5	5	5	AACCUP		2%
	PI 3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty	2	2.00		5	5	5	5			2%
	PI 4: Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty	40	23.17		5	5	5	5			2%
	PI 5: Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty	5.00%	50.00%		5	5	5	5			2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *		Dept. Head & Faculty	1%									2%
	PI 7: Number of graduate students awarded with honors/distinction *		Dept. Head & Faculty										2%
	PI 8: Number of graduate students advised *		Dept. Head & Faculty	32	48.00		5	5	5	5			2%
	PI 9: Number of instructional materials developed *		Dept. Head & Faculty	3							HORT 216,304, 306		
	On-line ready courseware		Faculty	3 subjects	7.00		5	5	5	5	HORT 216, 304, 306,273,209,252, and 299		
	Flexible instructional materials		Faculty	3 subjects	7.00		5	5	5	5	HORT 216, 304, 306,273,209,252, and 299		
	Assessment tools		Faculty	3 subjects	22		5	5	5	5			
	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	3 classroom	7		5	5	5	5			
MFO 2	HIGHER EDUCATION SERVICES (50%)												
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		Dept. Head & Faculty	60%									7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	82	82.00		5	5	5	5			2.5%

	PI 3: Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty									2.5%
	PI 4: Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	BSA- 100%	100%		5	5	5	5		2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	289	259.00		5	5	5	5		20%
	PI 8: Number of students advised: *	Dept. Head & Faculty									
	<i>On thesis/ field practice/special problem</i>		60.00	82.00		5	5	5	5		1%
	<i>No. of approved manuscript submitted within prescribed period</i>		40.00								1%
	<i>On consultation</i>		100	82.00		5	5	5	5		0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty	1	1.00		5	5	5	5		
	<i>Student organizations advised</i>		1	1.00		5	5	5	5		
	<i>Student organizations assisted on student related activities</i>		1	1.00		5	5	5	5		
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty									
	On-line ready courseware	Faculty	3 subjects	11.00		5	5	5	5	Cpsc 22, Agsc 111, Hort 110n, Hort 22, Hort 111, Hort 121, Hort 199C, Hort143, Hort 122, Hort144, Hort 199B	
	Flexible instructional materials	Faculty	3 subjects	38.00		5	5	5	5		
	Assessment tools	Faculty	3 subjects	22.00	119	5	5	5	5		
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	3 classroom	11		5	5	5	5		
	PI 11: Additional Outputs	Dept. Head & Faculty									
MFO 3	RESEARCH SERVICES (10%)										
	PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty	2	3.00		5	5	5	5		2%

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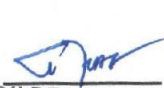
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty									0.25%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	100%	100.00%		5	5	5	5		0.75%
	PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty									0.25%
	PI 7: Additional outputs *	Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support										0.25%
	OVPI MFO 4. Program and Institutional Accreditation Services										
	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								Zero non-conformity (No NC)	2.50%
MFO 6 General Admin. & Support Services (GASS)											
	PI 1: Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head	4	4.00		5	5	5	5		1%
	PI 2: Zero percent complaint from clients served	Dept. Head & all faculty & staff									2%
	PI 3: Number of coaching sessions among faculty & staff**	Dept. Head	2	1.00		4	4	4	4		
	PI 4: Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	4	2.00		5	5	5	5		
	PI 5: Number of monthly/special faculty & staff meetings conducted**	Dept. Head	4	3.00		5	5	5	5		
	PI 3: Additional Outputs	Dept. Head & all faculty & staff									
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *									Most of the Accomplishments met or exceeds the target.	2%
Total Over-all Rating						224					
Average Rating					27.04%	4.9					
Adjectival Rating						OUTSTANDING					

Received by:

Calibrated by:

Recommending Approval:

Approved:



REMBERTO A. PATINDOL

Alberto O. FERRARESI
Planning Office
Date: **AUG 03 2021**

Chairman, PMT
Date: **7/27/21**



BEATRIZ S. BELONIAS

Vice Pres. for Instruction
Date: **7/26/21**



EDGARDO E. TULIN

President
Date:

Comments & Recommendations for Development purposes
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- * 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