



OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, ROSARIO A. SALAS, Head of the Department of 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:

INFORMA	ATION ON PERSONNEL FULL-TIME TEACHING EQUIVALE	NT (FTE):		Total FTE (1x2)	RD	E 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
Note:	* On vacation-sick-leave status Ratio of Instruction	and RDF or	mmitmtents st	nould determined	based on FTI	E of 18 units	

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

Note:

** 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)

		T				Act	ual		Rai	ting			
MFO No.			Success/Performance Indicator (PI)	Units/Person s Responsible	Department Target	% Accom- plishment	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
MFO 1	ADVA	NCE	D EDUCATION SERVICES (20%)										
	OVPI	MFC	1. Graduate Degree Program Management Services										
	1	en	Percentage of graduate school faculty gaged in research work applied in any of the lowing:	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		

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	c. producing technologies for commercialization	-	1	1.00						
	or livelihood improvement whose research resulted in an extension		1	3.00			5	1	5	
	program			3.00		!	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%	ŧ	5	5	5	5	2%
	PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty	50.00%	100.00%		5	5	5	AACCUP 5	2%
	PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	2	2.00	Ę	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	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	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	Ę		5	5	HORT 216, 304, 306,273,209,252,and 299	
	Flexible instructional materials	Faculty	3 subjects	7.00			5		HORT 216, 304, 306,273,209,252,and 5 299	
	Assessment tools	Faculty	3 subjects	22	Ę		5	5	5	
1,01	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	3 classroom	7	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	Ę		5	5	5	2.59

	P13. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty									2.59
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	BSA- 100%	100%		5	5	5	5		2.59
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	289	259.00		5	5	5	5		209
	PI 8: Number of students advised: *	Dept. Head & Faculty									
	On thesis/ field practice/special problem		60.00	82.00		5	5	5	5		1%
	No. of approved manuscript submitted within prescribed period		40.00								1%
	On consultation		100	82.00		5	5	5	5		0.59
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty	1	1.00		5	5	5	5		
	Student organizations advised		1	1.00		5	5	5	5		
	Student organizations assisted on student related activities		1	1.00		5					
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty									
	On-line ready çourseware	Faculty	3 subjects	11.00		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					
	Assessment tools	Faculty	3 subjects	22.00	119	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		29

PI 2. Number of research outputs completed within the year	Dept. He		T	T				Jacao (ADR)	
* Author of research outputs completed within the year	Faculty	2	1.00	5	5	5	5		2%
Pl.3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty	3	1.00	5	5	5	5	RDT, CCA, ADR, DPL, ZCG,SBV,RAS, GEB	Yield and Nilrogen Uptake of lettuce Jlactuca sativa L.) as influenced by Different Rates of vermicast Grown in Sandy Soil
In refereed int'l journals			1.00						1.50%
In refereed nat'l/regional journals									0.50%
PI 4. Number of research outputs presented in regional/national/ int'll fora/conferences *	Dept. Head & Faculty								
In int'l fora/conferences		1							1.50%
In nat'l/regional fora/conferences		1							0.50%
PI 5. Percent of research proposals approved *	Dept. Head & Faculty	1	100.00%	5	5	5	5		0.5%
PI 6. Additional outputs*	Dept. Head & Faculty								
No. of research-related awards (research conducted by faculty or student w/ faculty)									1.50%

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MFO 4	EXTENSION SERVICES (10%)									
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Dept. Head & Faculty	2	9	5	5	5	5	ATI, Ormoc City, Baybay City, McAr	2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty		357						2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	3	10	5	5	5	5		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	100%	100%	5	5	5	5		1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty								1%
	Research Mentoring		10	130	5	5	5	5		
	Peer reviewers/Panelists		2	3	5	5	5		ADR, RDT, CCA	
	Resource Persons		5	6	5	5	5	5	ADR, ZCG, RAS, RDT, DPL, GEB	
	Convenor/Organizer									
	Consultancy									
	Evaluator									
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty								0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty	1	1	5	5	5		VSU flower and garden show	
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *	leaflets (IEC)	4	8	5	5	5	5	ADR(2), ZCG (3), RAS (3)	1.5%
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*	Dept. Head & Faculty	3	3.00	5	5	5	5	ADValida; BEBancale; RDTroyo	0.625%
	OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty	1	1.00	5	5	5	5	regular-temporary	0.125%
	OVPI MFO 3. Faculty Evaluation Services									
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty								0.25%

	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	5		0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty								0.25%
	PI7: 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	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 *	WARREN WARRANT	,						Most of the Accomplishements met or exceeds the target.	2%
Total Over	-all Rating					21				
Average F	ating			27.04%		4.0	7			
Adjectival	Rating					DUT	STAN	אוק	4	

Received by:

Calibrated by:

Recommending Approval:

Approved:

DILBERTO DE FERRA

REMBERTO A. PATINDO

59 3 2021 Date: 3 27 21

BEATRIZ S. BELONIÁS

Vice Prest for Instruction
Date: 7/24/2/

EDGARDO E. TULIN

President Date: Comments & Recommendations for Development purposes

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