

	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	12	37	308%		5.0	5.0	5.0	5.0		
	PI 3: Additional Outputs		Dept.										
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *				3		Zumba, donation drives and eating together sometimes to build camaraderie	5.0	5.0	5.0	5.0		2%
Admin Support													
Services													
	Membership in University committees		Member	1	0			3.0	3.0	3.0	3.0		
	Membership in College committees		Member	1	1			3.0	3.0	3.0	3.0		
	Membership in the Department committees		Member	5	10			3.0	3.0	3.0	3.0		
Dept. Head	Number of department meetings presided			10	10			5.0	5.0	5.0	5.0		
	Number of execom meetings attended			6	6			5.0	5.0	5.0	5.0		
	Number of UAC mtgs attended			1	1			4.0	4.0	4.0	4.0		
	documents												
	Annual Report			1	0			3.0	3.0	3.0	3.0		
	Procurement Plan			1	1			5.0	5.0	5.0	5.0		
	Staff Development Plan			1	1			5.0	5.0	5.0	5.0		
	OPCR/ IPCR			23	23			5.0	5.0	5.0	5.0		
	Number of Faculty Mentored			6	18			4.0	4.0	4.0	4.0		
	Number of admin staff supervised			3	3			4.0	4.0	4.0	4.0		
	Number of department activities supervised			3	3			5.0	5.0	5.0	5.0		
	Number of faculty members for study leave			2	3			5.0	5.0	5.0	5.0		
	prepared and submitted			2	1			5.0	5.0	5.0	5.0		
	Number of coaching and mentoring reports			2	1			5.0	5.0	5.0	5.0		
	conducted			10	1			3.0	3.0	3.0	3.0		

	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *		Dept. Head & Faculty	70%	100%	143%	All faculty members got either very satisfactory or outstanding	5.0	5.0	5.0	5.0		0.75%
	PI 6 : Number of in-house seminars/trainings/ workshops/reviews conducted *		Dept. Head & Faculty	3	2	67%	ACIAR-GAP project (Bongat and Tan) and ACIAR-SRA	3.0	3.0	3.0	3.0		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	Zero non-conformity	100%		5.0	5.0	5.0	5.0		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	1	1	100%		4.5	4.5	4.5	4.5		1%
	PI 2. Zero percent complaint from clients served		Dept. Head & all faculty & staff	Zero non-conformity	Zero non-conformity	100%		5.0	5.0	5.0	5.0		2%
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	5	8	160%		5.0	5.0	5.0	5.0		
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	4	4	100%		4.5	4.5	4.5	4.5		

	Peer reviewers/Panelists			1	2	200%	*Abamo, Paradero	5.0	5.0	5.0	5.0		
	Resource Persons				9		*Avila, Bongat, Gapasin, Penalosa, Tan, Abamo	5.0	5.0	5.0	5.0		
	Convenor/Organizer			2	3	150%	*Bongat, Gapasin	5.0	5.0	5.0	5.0		
	Consultancy				2		*Pomida, Abamo	5.0	5.0	5.0	5.0		
	Evaluator				6		*Pomida, Abamo	5.0	5.0	5.0	5.0		
	PI 8. Percent of extension proposals approved *	number of proposal	Dept. Head & Faculty	20%	20%	100%	1 out of 5; Abamo	5.0	5.0	5.0	5.0		0.5%
	PI 11. Additional outputs *		Head &										
	No. of extension-related awards												
	Other outputs implementing the new normal due to covid 19				1		*Gapasin	5.0	5.0	5.0	5.0		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	2	2	100%	*Teves and Ratilla	4.5	4.5	4.5	4.5		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	4	8	200%	*No. of newly hired	5.0	5.0	5.0	5.0		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	2	17	850%	*Abamo(10), Bongat(5), Pomida(1), Gapasin(1)	5.0	5.0	5.0	5.0		0.25%

	PI 5. Percent of research proposals approved *		Dept. Head & Faculty	20%	100%	140%	5 out of 5; *Bongat, Paradero, Gapasin, Abamo	5.0	5.0	5.0	5.0		0.5%
	PI 6. Additional outputs*		Head &										
	No. of research-related awards (research conducted by faculty or student w/ faculty)												
	No. of journal articles or scientific papers received and reviewed as peer-reviewer				1		*Abamo	5.0	5.0	5.0	5.0		1.50%
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	6	14	233%	*Abamo, Aguinaldo, Bongat, Paredero, Penalosa, Gapasin	5.0	5.0	5.0	5.0		2.0%
	PI 2. Number of trainees weighted by the length of training *		Dept. Head & Faculty	100	187	187%	*Abamo, Bongat, Pomida, Gapasin, Tan	5.0	5.0	5.0	5.0		2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *		Dept. Head & Faculty	2	20	1000%	*Aguinaldo, Alacio, Bongat, Pugosa, Gapasin, Andrino, Pomida, Abamo	5.0	5.0	5.0	5.0		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	50%	98%	196%	*Abamo	5.0	5.0	5.0	5.0		1%
	PI 5. Number of technical/expert services *		Dept. Head & Faculty		1		*Abamo	5.0	5.0	5.0	5.0		1%
	<i>Research Mentoring</i>				3		*Abamo, Bongat	5.0	5.0	5.0	5.0		

	PI 10: Number of instructional		Head &	107	474			5.0	5.0	5.0	5		10%
	On-line ready courseware		Head &	47	35	74%		5.0	5.0	5.0	5.0		
	Flexible instructional materials		Head &	20	161	805%		5.0	5.0	5.0	5.0		
	Assessment tools		Head &	40	278	695%		5.0	5.0	5.0	5.0		
	PI 10: Number of virtual classrooms		Head &	47	57	121%		5.0	5.0	5.0	5.0		
	PI 11: Additional Outputs		Head &	8	14	175%		5.0	5.0	5.0	5.0		
	Program Accreditation/ evaluation				3		Instructors- AACUP,ISO, RQAT	5.0	5.0	5.0	5.0		
	Agency/firm/industry linkages				9		*Bongat, Gamotin, Lao, Tan, Mangaoang, Abamo	5.0	5.0	5.0	5.0		
	Other outputs implementing the new normal due to covid 19				7		*Bongat (1) and Gamotin (1)	5.0	5.0	5.0	5.0		
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	12	12	100%	*Avila, Salabao, Bongat, Tan, Abamo	4.0	4.0	4.0	4.0		2%
	PI 2. Number of research outputs completed within the year *		Dept. Head & Faculty	2	9	450%	*Abamo, Bongat, Tan, Pugosa	5.0	5.0	5.0	5.0		2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *		Dept. Head & Faculty										
	<i>In refereed int'l journals</i>			50%	50%	100%	1 out of 2; *Abamo	5.0	5.0	5.0	5.0		1.50%
	<i>In refereed nat'l/regional journals</i>			50%	0%	0%		3.0	3.0	3.0	3.0		0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l		Head & Faculty										
	<i>In int'l fora/conferences</i>			3	6	200%	*Abamo, Bongat, Lao, Tan	5.0	5.0	5.0	5.0		1.50%
	<i>In nat'l/regional fora/conferences</i>			3	4	133%	*Abamo, Bongat, Gapasin, Tan	4.5	4.5	4.5	4.5		0.50%

MFO 2	HIGHER EDUCATION SERVICES (50%)											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	NA	Dept. Head & Faculty	NA								7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	70%	35%	50%		3.0	3.0	3.0	3.0	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	agribusiness students/ total under	Dept. Head & Faculty	30%	10%	32%	736/7604 undergraduate students	3.0	3.0	3.0	3.0	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty	1	1	100%	BSAB	5.0	5.0	5.0	5.0	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		Dept. Head & Faculty	500	646	129%		5.0	5.0	5.0	5.0	20%
	PI 8: Number of students advised: *		Academic adviser	500	793	159%	Total number of students	5.0	5.0	5.0	5.0	
	On thesis/ field practice/special problem		Case study/field practice	80	110	138%	No. of students who are enrolled in Mgmt 189	5	5	5	5.0	1%
	No. of approved manuscript submitted within prescribed period			70	102	146%	Assumption: about 5 students did not finish their study	5.0	5.0	5.0	5.0	1%
	On consultation			305	886	290%	Total number of students consulted by the instructors in their IPCR	5.0	5.0	5.0	5.0	0.5%
	PI 9: Number of student organizations advised/ assisted *		Dept. Head & Faculty									
	Student organizations advised			2	3	150%	CME, SABS and LA ministry	5.0	5.0	5.0	5.0	1.25%
	Student organizations assisted on			1	1	100%	SABS	4.5	4.5	4.5	4.5	1.25%

	PI 2: Percentage of accredited graduate programs *		Dept. Head & Faculty	1	1	100%	Master of Management	5.0	5.0	5.0	5.0		2%
	PI 3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty	2	2	100%	Business management and Agribusiness management	5.0	5.0	5.0	5.0		2%
	PI 4: Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty	32	39	121%		5.0	5.0	5.0	5.0		2%
	PI 5: Percentage increase in number of graduate students enrolled *	Current number of graduate MM	Dept. Head & Faculty	5%	-18%	-356%	From 73 last sem to 60 graduates this sem	3.0	3.0	3.0	3.0		2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *	same as above (students who graduated)	Dept. Head & Faculty	5%	100%	2000%	From 3 students last sem to 5 students this sem	5.0	5.0	5.0	5.0		2%
	PI 7: Number of graduate students awarded with honors/distinction *	students with awards and honors/ MM students	Dept. Head & Faculty	2	1	50%	1- VSU scholar	3.0	3.0	3.0	3.0		2%
	PI 8: Number of graduate students advised *	number of MM students	Dept. Head & Faculty	15	60	400%	60 MM graduate students	5.0	5.0	5.0	5.0		2%
	PI 9: Number of instructional materials developed *		Head & Faculty										
	On-line ready courseware			8	8	100%		5.0	5.0	5.0	5.0		
	Flexible instructional materials/			7	59	843%		5.0	5.0	5.0	5.0		
	Assessment tools			7	99	1414%		5.0	5.0	5.0	5.0		
	PI 10: Number of virtual classrooms created and operationalized			8	11	138%		5.0	5.0	5.0	5.0		

	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) *	number of faculty pursuing phd/ number of regular faculty	14%	14%	100%	2 faculty members are studying Phd: *Ratilla, Teves	4.5	4.5	4.5	4.5		
		b.	actively pursuing in the last three (3) years (investigative research, basic and	number of faculty pursuing research/ number of regular faculty	71%	36%	50%	5 faculty members are conducting research activities; *Abamo, Tan, Paradero Teves	5.0	5.0	5.0	5.0		
		c.	producing technologies for commercialization or livelihood improvement	faculty with livelihood improvement activities/number of regular faculty	0%	0%	0%							
		d.	whose research resulted in an extension program	same as above	29%	21%	75%	1 on-going extension project done by 3 graduate faculty members	5.0	5.0	5.0	5.0		
OVPI MFO 2. Graduate Student														
		PI 1: Percentage of graduate students enrolled in research degree programs *		number of graduate students enrolled in MM program/ MM students	Dept. Head & Faculty	100%	50%	50%		3.0	3.0	3.0	3.0	2%

Total Over-all Rating												389		
Average Rating						64%						4.63		
Adjectival												OUTSTANDING		

Received by:

DILBERTO O. FERRAREN

Head, OVPRGAS

Date: 9 Feb 2022

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT

Date: 24/2

Recommended by:

BEATRIZ S. BELONIAS

VP for Academic Affairs

02/8/22

EDGARDO E. TULIN

President

Date: 2/9/22

- * 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
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