VISAYAS STATE UNIVERSITY

DEPARTMENT OF SOIL SCIENCE
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OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, SUZETTE B. LINA , Head of the Department of SOIL 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 January - June 2022 (Accomplishments)

SUZETTE B. LINA
Department Head
Date: July 01, 2022

VICTOR B. ASIO
College Dean
Date   1-Jul-22

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)	Research	Extension
				RDE Commitments***	
Department Head	1	4	4.0	0.0	0
Faculty w/ Univ. Designated Position	1	0	0.0	0.0	0
Regular Faculty (VSL)*	4	8	32.0	2.0	1
Regular Faculty (TLS)*	1	18	18.0	0.0	0
Part time Faculty	1	0	0.0	0.0	0
Admin Staff Members	2	0			
TOTAL:				2.0	1

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

Note:
* On vacation-sick-leave status. Ratio of Instruction and RDE commitmtents should 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/Persons Responsible	Department Target	Actual % Accomplishment	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight
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								
		a.	pursuing advanced research degree program (Ph.D) *									
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Dept. Head & Faculty	55.00%	55%	5	5	5	5		

				Target	Accomp.	Q1	Q2	Q3	Q4		
		c.	producing technologies for commercialization or livelihood improvement								
		d.	whose research resulted in an extension program								
	OVPI MFO 2. Graduate Student Management Services										
	PI 1: Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty	100%	100%	5	5	5	5		
	PI 2: Percentage of accredited graduate programs *		Dept. Head & Faculty	100%	100%	5	5	5	5		
	PI 3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty	2	1.00	5	4.5	4.5	4.5		
	PI 4: Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty	10	9.83	5	4.5	4.5	4.5		
	PI 5: Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty	50%	40.00%	5	5	5	5		
	PI 6: Percentage increase in number of students who graduated within prescribed period *		Dept. Head & Faculty	75%	50.00%	5	4.5	4	4.3		
	PI 7: Number of graduate students awarded with honors/distinction *		Dept. Head & Faculty								
	PI 8: Number of graduate students advised *		Dept. Head & Faculty	12	12.00	5	5	5	5		
	PI 9: Number of instructional materials developed *		Dept. Head & Faculty								
	On-line ready courseware			3	3	5	5	5	5		
	Flexible instructional materials			2	3	5	5	5	5		
	Assessment tools			3	15	5	5	5	5		
	PI 10: Number of virtual classrooms created and operationalized			3	4	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	70%	NA						
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	80%	50.00	5	4.5	4.5	4.5		
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		Dept. Head & Faculty	100.00%	100%	5	5	5	5		

	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100.00%	100%	5	5	5	5		
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	110	160.05	5	5	5	5		
	PI 6: Number of students advised: *	Dept. Head & Faculty								
	On thesis/ field practice/special problem		7	7	5	5	5	5		
	No. of approved manuscript submitted within prescribed period		5	6	5	5	5	5		
	On consultation		15	20	5	5	5	5		
	PI 7: Number of student organizations advised/ assisted *	Dept. Head & Faculty								
	Student organizations advised		1	1	5	4.5	4.5	4.5		
	Student organizations assisted on student related activities		1	0						
	PI 8: Number of instructional materials developed *	Dept. Head & Faculty								
	On-line ready courseware	Dept. Head & Faculty	5	6	5	5	5	5		
	Flexible instructional materials	Dept. Head & Faculty	5	6	5	5	5	5		
	Assessment tools	Dept. Head & Faculty	5	28	5	5	5	5		
	PI 9: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	5	6	5	5	5	5		
	PI 10: 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								
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1	0						
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty								
	In refereed int'l journals	DSS Faculty	25%	15	5.0	5.0	5.0	5.0		
	In refereed nat'l/regional journals									

	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty								
	In int'l fora/conferences									
	In nat'l/regional fora/conferences		25%	10.00	5.0	5.0	5.0	5.0		
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	25%	50.00	5.0	5.0	5.0	5.0		
	PI 6. Additional outputs*	Dept. Head & Faculty								
	No. of research-related awards (research conducted by faculty or student w/ faculty)									
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	1	1	4.5	4.5	4.5	4.5		
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	50	0						
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1	1	5.0	5.0	5.0	5.0		
	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	50.00%	0						
	PI 5. Number of technical/expert services *	Dept. Head & Faculty								
	Research Mentoring		3	2	5.0	5.0	5.0	5.0		
	Peer reviewers/Panelists		4	3	5.0	5.0	5.0	5.0		
	Resource Persons		2	2	5.0	5.0	5.0	5.0		
	Convenor/Organizer									
	Consultancy									
	Evaluator		1	0						
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	50%	50%	5	5	5	5		
	PI 11. Additional outputs *	Dept. Head & Faculty								
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *									
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		1	1	5	5	4	4.7		
	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									
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty									
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty									
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	90.00%		100.00	5.0	5.0	5.0	5.0		
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted/attended *	Dept. Head & Faculty	1		0.00						
	PI 7 : Additional outputs *	Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support										
	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		1	1	5	5	5	5		
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	1.00	5.0	5.0	5.0	5.0		
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff									
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head		2	2	5	5	5	5		
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	twice per month		2X/mo	4.5	4.5	4.5	4.5		

PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head		6	4	.5	5	5	5	
PI6: Additional Outputs		Dept. Head & all faculty & staff								
Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *										
Total Over-all Rating							196.000			
Average Rating							4.900			
Adjectival Rating							Outstanding			

Received by: _____

TONI MARC L. DARGANTES

Planning Office

Date: 7/8/2022

Calibrated by: _____

DANIEL LESLIE TAN

Chairman, PMT

Date: **JUL 2 2 2022**

Approved: _____

EDGARDO E. TULIN

University President

Date: 7/26/22

*　　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