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VISAYAS STATE UNIVERSITY

Department of Horticulture
COLLEGE OF AGRICULTURE AND FOOD SCIENCE
VISAYAS STATE UNIVERSITY

RECEIVED
DATE: JAN 11 2022
BY:
OFFICE OF THE VICE PRESIDENT FOR PLANNING, RESOURCE GENERATION AND AUXILIARY SERVICES

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 July-December 2021.

ROSARIO A. SALAS
Department Head
Date: 12-13-2021

VICTOR B. ASIO
College Dean
Date: 12-14-2021

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

Personnel	Numbe	Min. FTE (2)	Total FTE (1x2)	RDE Commitments*** 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			
TOTA			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 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	Actual Details of Accomplishments	Rating Quality	Rating Efficiency	Rating Timeliness	Rating Average	Remark (Details of the targetted outputs 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									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		4	4	4	4		
	c.	producing technologies for commercialization or livelihood improvement			1	1.00		4	4	4	4		
	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%						AACCUP	2%
	PI 3: Number of graduate degree specializations offered and monitored *			Dept. Head & Faculty	2	2.00		4	4	4	4		2%
	PI 4: Total FTE coordinated, implemented & monitored*			Dept. Head & Faculty	40	47.33		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%		5	5	5	5		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	4.00		5	5	5	5	HORT 216,304, 306	
	On-line ready courseware			Faculty	3 subjects	3.00		5	5	5	5	HORT 216, 304, 306,273,209,252,and 299	
	Flexible instructional materials			Faculty	3 subjects	3.00		4	4	4	4	HORT 216, 304, 306,273,209,252,and 299	
	Assessment tools			Faculty	3 subjects	15		5	5	5	5		
	PI 10: Number of virtual classrooms created and operationalized			Dept. Head & Faculty	3 classroom	9		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%	55.00		3	3	3	3		7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	82	82.00		4	4	4	4		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	178.36		5	5	5	5		20%
	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											1%
	On consultation			100	93.00		5	5	5	5		0.5%
	PI 9: Number of student organizations advised/ assisted *		Dept. Head & Faculty	1	1.00		4	4	4	4		
	Student organizations advised			1	1.00		4	4	4	4		
	Student organizations assisted on student related activities			1	1.00		4	4	4	4		
	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	13.00		5	5	5	5		
	Assessment tools		Faculty	3 subjects	21.00		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		completed during the fisrt half	5	5	5	5		2%
	PI 2. Number of research outputs completed within the year *		Dept. Head & Faculty	2	1.00	completed during the fisrt half	5	5	5	5	Cacao (ADR)	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *		Dept. Head & Faculty	3	4		5	5	5	5	RDT, CCA, ADR, DPL, ZCG,SBV,RAS, GEB	
	In refereed int'l journals											1.50%
	In refereed nat'l/regional journals											0.50%

	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *		Dept. Head & Faculty									
	In int'l fora/conferences			1	11.00		5	5	5	5		1.50%
	In nat'l/regional fora/conferences			1	1.00		4	4	4	4		0.50%
	PI 5. Percent of research proposals approved *		Dept. Head & Faculty		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)		Awards: Best Paper and Poster		2.00		5	5	5	5		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	2	9		5	5	5	5	ATI, Ormoc City, Baybay City, McArthur, Mahaplag, Mayorga, Llorente Eastern Samar, Hinunangan, Anahawan Southern Leyte,	2.0%
	PI 2. Number of trainees weighted by the length of training *		Dept. Head & Faculty									2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *		Dept. Head & Faculty									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	1	1		5	5	5	5		1%
	PI 5. *Number of technical/expert services* *		Dept. Head & Faculty									1%
	Research Mentoring											
	Peer reviewers/Panelists											
	Resource Persons											
	Convenor/Organizer											
	Consultancy											
	Evaluator											
	PI 8. Percent of extension proposals approved *		Dept. Head & Faculty									0.5%

	PI 11. Additional outputs *		t. Head & aculty									
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *		leaflets (IEC)		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		4	4	4	4	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									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		0.75%
	PI6 : 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			1 Minor NC	4	4	4	4	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		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	4	2		5	5	5	5		
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	4	8		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 *										explain here briefly why consider said department practice can be considered as a best practice	2%
Total Over-all Rating												
Average Rating					17.16%		4.570					
Adjectival Rating							Outstanding					

Received by:

Planning Office
Date: 11 Jan 22

Calibrated by:

DANIEL LESLIE S. TAN
Chairman, PMT
Date: 1-6-22

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Instruction
Date: 1/5/22

Approved:

EDGARDO E. TULIN
President
Date: 01/06/22

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**

DILBERTO O. FERRAREN, PhD
Vice President for Planning, Resource Generation and External Affairs