



VISAYAS
STATE UNIVERSITY



Department of _____ 9 _____
COLLEGE OF AGRICULTURE & FOOD SCIENCE (CAFS)
VISAYAS STATE UNIVERSITY



4.3

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, VICTOR B. ASIO, Dean of the College of Agriculture and Food Science (CAFS), 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 2020.

VICTOR B. ASIO
College Dean

BEATRIZ S. BELONIAS
Vice President for Acad. Affairs

Date: _____

Date: _____

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (Total FTE (1x2))

RDE Commitments***

Personnel	Number (1)	Min. FTE (2)	Research	Extension
Department Head		0	#REF!	0
Faculty w/ Univ. Designated Position		0	#REF!	0
Regular Faculty (VSL)*		0	#REF!	1
Regular Faculty (TLS)*		0	#REF!	0
Part time Faculty		0	#REF!	0
Admin Staff Members		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 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/Persons Responsible	Consolidated Targets of all acad. departments*	Actual Accomplishments	Rating				Remark (Details of the targetted output indicators with **)	
					% Accom-plishment as of June 2020	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: *									
		a.	pursuing advanced research degree program (Ph.D) *	College Dean & Dept. Heads	25%	50%	5	5	5	5.00	
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	College Dean & Dept. Heads	40%	40%	5	5	5	5.00	
		c.	producing technologies for commercialization or livelihood improvement	College Dean & Dept. Heads	12%	12%	5	5	5	5.00	
		d.	resulted in an extension program	College Dean & Dept. Heads	12%	12%	5	5	5	5.00	
	OVPI MFO 2. Graduate Student Management Services										
	PI 1: Percentage of graduate students enrolled in research degree programs *			College Dean & Dept. Heads	50%	100%	5	5	5	5.00	
	PI 2: Percentage of accredited graduate programs *			College Dean & Dept. Heads	100%	100%	5	5	5	5.00	
	PI 3: Number of graduate degree specializations offered and monitored *			College Dean & Dept. Heads	18	22	5	5	5	5.00	

	PI 4: Total FTE coordinated, implemented & monitored	College Dean & Dept. Heads	106	108.00	5	5	5	5.00	
	PI 5: Percentage increase in number of graduate students enrolled *	College Dean & Dept. Heads	50%	50%	5	5	5	5.00	
	PI 6: Percentage increase in number of students who graduated within prescribed period *	College Dean & Dept. Heads	80%	80%	5	5	5	5.00	
	PI 7: Number of graduate students awarded with honors/distinction *	College Dean & Dept. Heads	none	7	5	5	5	5.00	
	PI 8: Number of graduate students advised *	College Dean & Dept. Heads	35	95	5	5	5	5.00	
	PI 9: Number of instructional materials developed *	College Dean & Dept. Heads			5	5	5	5.00	
	On-line ready courseware	College Dean & Dept. Heads	6	33	5	5	5	5.00	
	Flexible instructional materials	College Dean & Dept. Heads	6	6	5	5	5	5.00	
	Assessment tools	College Dean & Dept. Heads	7	75	5	5	5	5.00	
	PI 10: Number of virtual classrooms created and operationalized	College Dean & Dept. Heads	10	30	5	5	5	5.00	
MFO 2	HIGHER EDUCATION SERVICES (50%)								
	PI 1: Percentage of first time licensure exam takers that pass the licensure exams *	College Dean & Dept. Heads	60%						No exam due to covid
	PI 2: Percentage of graduates (2 years prior) that are employed *	College Dean & Dept. Heads	40%						Not yet graduated by June
	PI 3: Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	College Dean & Dept. Heads	75%	75%	5	5	5	5.00	
	PI 4: Percentage of undergraduate programs with accreditations *	College Dean & Dept. Heads	100%	100%	5	5	5	5.00	
	PI 5: Total FTE, coordinated, implemented and monitored	College Dean & Dept. Heads	450	978	5	5	5	5.00	

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	PI 8: Number of students advised: *								
	<i>On thesis/ field practice/special problem</i>	College Dean & Dept. Heads	150	241.00	5.0	5.0	5.0	5.00	
	<i>No. of approved manuscript submitted within prescribed period</i>	College Dean & Dept. Heads	60	125.00	5.0	5.0	5.0	5.00	
	<i>On consultation</i>	College Dean & Dept. Heads	75	192.00	5.0	5.0	5.0	5.00	
	PI 9: Number of student organizations advised/ assisted *								
	<i>Student organizations advised</i>	College Dean & Dept. Heads	3	10	5.0	5.0	5.0	5.00	
	<i>Student organizations assisted on student related activities</i>	College Dean & Dept. Heads	3	3	5.0	5.0	5.0	5.00	
	PI 10: Number of instructional materials developed *								Titles and name of faculty
	<i>On-line ready courseware</i>	College Dean & Dept. Heads	20	45	5.0	5.0	5.0	5.00	
	<i>Flexible instructional materials</i>	College Dean & Dept. Heads	20	40	5.0	5.0	5.0	5.00	
	<i>Assessment tools</i>	College Dean & Dept. Heads	40	117	5.0	5.0	5.0	5.00	
	PI 10: Number of virtual classrooms created and operationalized	College Dean & Dept. Heads	10	25	5.0	5.0	5.0	5.00	
	PI 11: Additional Outputs	College Dean & Dept. Heads	none	none	5.0	5.0	5.0	5.00	
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 *	College Dean & Dept. Heads	4	8	5.0	5.0	5.0	5.00	
	PI 2. Number of research outputs completed within the year *	College Dean & Dept. Heads	7						none due to covid
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year *								
	<i>In refereed int'l journals</i>	College Dean & Dept. Heads	40%	100%	5.0	5.0	5.0	5.00	

	<i>In refereed nat'l/regional journals</i>	College Dean & Dept. Heads	40%	100%	5.0	5.0	5.0	5.00	
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *								
	<i>In int'l fora/conferences</i>	College Dean & Dept. Heads	1	1	5.0	5.0	5.0	5.00	DFST
	<i>In nat'l/regional fora/conferences</i>	College Dean & Dept. Heads	5	2	5.0	5.0	5.0	5.00	DFST
	PI 5. Percent of research proposals approved *	College Dean & Dept. Heads	25%	25%	5.0	5.0	5.0	5.00	
	PI 6. Additional outputs *								
	No. of research-related awards (research conducted by faculty or student w/ faculty)	College Dean & Dept. Heads	1	1	5.0	5.0	5.0	5.00	
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 *	College Dean & Dept. Heads	14	62	5.0	5.0	5.0	5.00	
	PI 2. Number of trainees weighted by the length of training *	College Dean & Dept. Heads	320	675	5.0	5.0	5.0	5.00	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	College Dean & Dept. Heads	23	13	5.0	5.0	4.0	4.66	due to COVID
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	College Dean & Dept. Heads	35%	100%	5.0	5.0	5.0	5.00	
	PI 5. Number of technical/expert services *	College Dean & Dept. Heads							
	<i>Research Mentoring</i>		3	19	5.0	5.0	5.0	5.00	
	<i>Peer reviewers/Panelists</i>		5	23	5.0	5.0	5.0	5.00	
	<i>Resource Persons</i>		7	11	5.0	5.0	5.0	5.00	
	<i>Convenor/Organizer</i>		1	1	4.0	5.0	4.0	4.33	
	<i>Consultancy</i>		1	45	5.0	5.0	5.0	5.00	
	<i>Evaluator</i>		5	10	5.0	5.0	5.0	5.00	

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	PI 8. Percent of extension proposals approved	College Dean & Dept. Heads	35%	100%	5.0	5.0	5.0	5.00	
	PI 11. Additional outputs *	College Dean & Dept. Heads							
	No. of extension-related awards (extrn. conducted by faculty or student & faculty)		1						
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 *	College Dean & Dept. Heads	18	18	5.0	5.0	5.0	5.00	
OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	College Dean & Dept. Heads	5	5	5.0	5.0	5.0	5.00	
OVPI MFO 3. Faculty Evaluation Services									
	PI 3: Number of seminars/trainings/conventions/workshops coordinated for entire university *	College Dean & Dept. Heads	4	15	5.0	5.0	5.0	5.00	
	PI 4: Number of seminars/trainings/conventions/workshops coordinated outside of the university *	College Dean & Dept. Heads	2	43	5.0	5.0	5.0	5.00	
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	College Dean & Dept. Heads	99%	100%	5.0	5.0	5.0	5.00	
	PI 6: Number of in-house seminars/trainings/workshops/reviews conducted/attended *	College Dean & Dept. Heads	3	12.00	5.0	5.0	5.0	5.00	
	PI 7: Additional outputs								
	Number of faculty/staff awards/honors received related to operations support	College Dean & Dept. Heads	none						
OVPI MFO 4. Program and Institutional Accreditation Services									
	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	Dean & Dept. Heads	With minor NCs	1 NC	5.0	5.0	5.0	5.00	Zero non-conformity (No NC)

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MFO 6	General Admin. & Support Services (GASS)								
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC	College Dean & Dept. Heads	5	5	5.0	5.0	5.0	5.00	
	PI 2. Zero percent complaint from clients served	All faculty & staff	minor complaint	No complaint	5.0	5.0	5.0	5.00	
	PI 3. Number of coaching sessions among department heads, faculty & staff ***	Dean and Dept. Heads	6	6	5.0	5.0	5.0	5.00	Including CAFS staff
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of College/department targets ***	Dean and Dept. Heads	8	8	5.0	5.0	5.0	5.00	Including CAFS staff
	PI 5. Number of regular executive committee meetings conducted ***	College Dean	6	4	5.0	5.0	5.0	5.00	
	PI 6: Additional Outputs							298.99	
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies *	Deans & Dept. Heads	1						explain here briefly why said College wide practice can be considered a best practice
Total Over-all Rating					298.99				
Average Rating					4.98				
Adjectival Rating					OUTSTANDING				

#REF!


Received by:



Planning Office

Date: _____

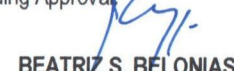
Calibrated by:


REMBERTO A. PATINDOL

Chairman, PMT

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS

Vice Pres. for Acad. Affairs

Date: _____

Approved:


EDGARDO E. TULIN

President

Date: _____

*

The College target should be equal to the consolidated target of the departments under the College.

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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 the Office of the Dean is automatically attached to the highest ranking department under him.