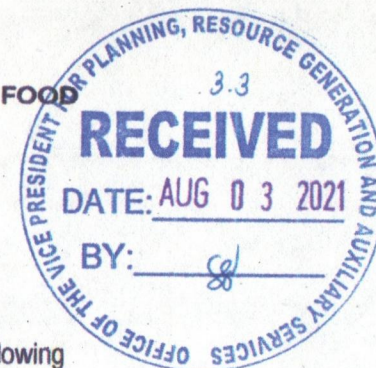




**VISAYAS**  
STATE UNIVERSITY



COLLEGE OF AGRICULTURE and FOOD  
VISAYAS STATE UNIVERSITY



### 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, 2021 (ACCOMPLISHMENT).

[Signature]  
VICTOR B. ASIO

College Dean

Date: 23 July 2021

Approved:

[Signature]  
BEATRIZ S. BELONIAS

VP for Academic Affairs

Date: 7/28/21

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

### RDE Commitments\*\*\*

Personnel	Min. FTE (2)		Research	Extension	<b>Rating Equivalents:</b> 5 - Outstanding 4 - Very Satisfactory 3 - Satisfactory 2 - Fair 1 - Poor
Department Head	0	#VALUE!	0%	0	
Faculty w/ Univ. Designated Position	0	#VALUE!	0%	0	
Regular Faculty (VSL)*	0	#VALUE!	0%	0	
Regular Faculty (TLS)*	0	#VALUE!	0%	0	
Part time Faculty	0	#VALUE!	0%	0	
Admin Staff Members	0	#VALUE!	0%	0	
<b>TOTAL:</b>			0%	0	

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

\*\*\* Professor 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/C ollege Target	Actual Accomplishments	Rating				Remark (Details of the targetted output indicators with **)
					% Accom-plishment (Jan.-June 2021)	Quality	Efficiency	Timeliness	Average	
MFO 1	ADVANCED EDUCATION SERVICES (20%)									
	OVPI MFO 1. Graduate Degree Program Management Services									
	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) *	Dept. Head & Faculty	10%	50%	5	5	5	5.0	
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy	Dept. Head & Faculty	50%	85%	5	5	5	5.0	
	c.	producing technologies for commercialization or livelihood improvement	Dept. Head & Faculty	12%	85%	5	5	5	5.0	
	d.	whose research resulted in an extension program	Dept. Head & Faculty	12%	80%	5	5	5	5.0	
	PI 1: Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty	100%	100%	5	5	5	5.0	
	PI 2: Percentage of accredited graduate programs *		Dept. Head & Faculty	100%	100%	5	5	5	5.0	
	PI 3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty	18	26	5	5	5	5.0	
	PI 4: Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty	109	537.29	5	5	5	5.0	
	PI 5: Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty	2%	60%	5	5	5	5.0	
	PI 6: Percentage increase in number of students who graduated within prescribed period *		Dept. Head & Faculty	50%	60%	5	5	5	5.0	

	<b>PI 7:</b> Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty	-	1	5	5	5	5.0	Dept. of Agronomy
	<b>PI 8:</b> Number of graduate students advised *	Dept. Head & Faculty	88	162	5	5	5	5.0	
	<b>PI 9:</b> Number of instructional materials developed *	Dept. Head & Faculty	16		5	5	5	5.0	
	On-line ready courseware	Dept. Head & Faculty	36	60	5	5	5	5.0	
	Flexible instructional materials	Dept. Head & Faculty	93	115	5	5	5	5.0	
	Assessment tools	Dept. Head & Faculty	77	245	5	5	5	5.0	
	<b>PI 10:</b> Number of virtual classrooms created and operationalized		36	70	5	5	5	5.0	
<b>MFO 2</b>	<b>HIGHER EDUCATION SERVICES (50%)</b>								
	<b>PI 1:</b> Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	50%	-	-	-	-	-	LEA exams will be on November 2021
	<b>PI 2:</b> Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	50%	90%	5	5	5	5.0	
	<b>PI 3:</b> Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100%	100%	5	5	5	5.0	
	<b>PI 4:</b> Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100%	100%	5	5	5	5.0	
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	976	1241.00	5	5	5	5.0	
	<b>PI 8:</b> Number of students advised: *	Dept. Head & Faculty	159	471	5	5	5	5.0	
	On thesis/ field practice/special problem	Dept. Head & Faculty	209	240	5	5	5	5.0	
	No. of approved manuscript submitted within prescribed period	Dept. Head & Faculty	102	77	5	5	5	5.0	

	On consultation	Dept. Head & Faculty	637	2725	5	5	5	5.0	
	<b>PI 9:</b> Number of student organizations advised/ assisted *	Dept. Head & Faculty	9	2	5	5	5	5.0	
	Student organizations advised	Dept. Head & Faculty	17	10	5	5	5	5.0	
	Student organizations assisted on student related activities	Dept. Head & Faculty	10	7	5	5	5	5.0	
	<b>PI 10:</b> Number of instructional materials developed *	Dept. Head & Faculty	31	18	5	5	5	5.0	
	On-line ready courseware	Dept. Head & Faculty	55	100	5	5	5	5.0	
	Flexible instructional materials	Dept. Head & Faculty	70	310	5	5	5	5.0	
	Assessment tools	Dept. Head & Faculty	168	573	5	5	5	5.0	
	<b>PI 10:</b> Number of virtual classrooms created and operationalized	Dept. Head & Faculty	57	125	5	5	5	5.0	
	<b>PI 11:</b> Additional Outputs	Dept. Head & Faculty	-	-	-	-	-	-	
<b>MFO 3</b>	<b>RESEARCH SERVICES (10%)</b>								
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty	14	20	5.0	5.0	5.0	5.0	
	<b>PI 2.</b> Number of research outputs completed within the year *	Dept. Head & Faculty	13	8	5.0	5.0	5.0	5.0	
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *								
	In refereed int'l journals	Dept. Head & Faculty	50%	85%	5.0	5.0	5.0	5.0	
	In refereed nat'l/regional journals	Dept. Head & Faculty	50%	100%	5.0	5.0	5.0	5.0	
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *								

	<i>In int'l fora/conferences</i>	Dept. Head & Faculty	5	4	5.0	5.0	5.0	5.0	
	<i>In nat'l/regional fora/conferences</i>	Dept. Head & Faculty	8	5	5.0	5.0	5.0	5.0	
	<b>PI 5.</b> Percent of research proposals approved *	Dept. Head & Faculty	2%	85%	5.0	5.0	5.0	5.0	
	<b>PI 6.</b> Additional outputs*	Dept. Head & Faculty							
	No. of research-related awards (research conducted by faculty or student w/ faculty)	Dept. Head & Faculty	-	5	5.0	5.0	5.0	5.0	DFST and DPM
<b>MFO 4</b>	<b>EXTENSION SERVICES (10%)</b>								
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Dept. Head & Faculty	52	95	5.0	5.0	5.0	5.0	
	<b>PI 2.</b> Number of trainees weighted by the length of training *	Dept. Head & Faculty	498	1710	5.0	5.0	5.0	5.0	
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	21	30%	5.0	5.0	5.0	5.0	
	<b>PI 4.</b> 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	5%	100%	5.0	5.0	5.0	5.0	
	<b>PI 5.</b> Number of technical/expert services *	Dept. Head & Faculty	12	8	5.0	5.0	5.0	5.0	
	<i>Research Mentoring</i>	Dept. Head & Faculty	30	35	5.0	5.0	5.0	5.0	
	<i>Peer reviewers/Panelists</i>	Dept. Head & Faculty	13	25	5.0	5.0	5.0	5.0	
	<i>Resource Persons</i>	Dept. Head & Faculty	56	20	5.0	5.0	5.0	5.0	
	<i>Convenor/Organizer</i>	Dept. Head & Faculty	10	11	5.0	5.0	5.0	5.0	
	<i>Consultancy</i>	Dept. Head & Faculty	16	11	5.0	5.0	5.0	5.0	
	<i>Evaluator</i>	Dept. Head & Faculty	11	25	5.0	5.0	5.0	5.0	

	<b>PI 8.</b> Percent of extension proposals approved *	Dept. Head & Faculty	2%	50%	5.0	5.0	5.0	5.0	
	<b>PI 11.</b> Additional outputs *	Dept. Head & Faculty							
	No. of extension-related awards (extrn. conducted by faculty or student & faculty) *	Dept. Head & Faculty	1	-	5.0	5.0	5.0	5.0	
<b>MFO 5</b>	<b>Support to Operations</b>								
	<b>OVPI MFO 1. Faculty Development Services</b>								
	<b>PI 1:</b> Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	2	17	5.0	5.0	5.0	5.0	
	<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>								
	<b>PI 2:</b> Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty	8	15	5.0	5.0	5.0	5.0	
	<b>OVPI MFO 3. Faculty Evaluation Services</b>								
	<b>PI 3:</b> Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty	49	55	5.0	5.0	5.0	5.0	
	<b>PI 4:</b> Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	22	18	5.0	5.0	5.0	5.0	
	<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	50%	95%	5.0	5.0	5.0	5.0	
	<b>PI 6:</b> Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	26	1	5.0	5.0	5.0	5.0	
	<b>PI 7:</b> Additional outputs *								
	Number of faculty/staff awards/honors received related to operations support	Dept. Head & Faculty	-	1	5.0	5.0	5.0	5.0	DAEEx
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>								

	<b>PI 8.</b> 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	Minor NC	Minor NC	5.0	5.0	5.0	5.0	
<b>MFO 6</b>	<b>General Admin. &amp; Support Services (GASS)</b>								
	<b>PI 1.</b> Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dean	1	2	5.0	5.0	5.0	5.0	College Dean's Office and DOST-ASTHRDP, NSC
	<b>PI 2.</b> Zero percent complaint from clients served	Dean	Minor Complaint	0%	5.0	5.0	5.0	5.0	
	<b>PI 3.</b> Number of coaching sessions among faculty & staff**	Dean	3	2	5.0	5.0	5.0	5.0	
	<b>PI 4.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dean	1	2	5.0	5.0	5.0	5.0	
	<b>PI 5.</b> Number of monthly/special EXECOM & staff meetings conducted**	Dean	3		5.0	5.0	5.0	5.0	
	<b>PI 3:</b> Additional Outputs								
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *	Dean/Depts	-	8	5.0	5.0	5.0	5.0	
	Were able to joined in the GC for CAFS-SSC Officers inorder to assist their concerns related to academic matters; Joined in the CAFS Execom GC for easy communication and immediate dissemination of Memos and other concerns for immediate action from the dept. heads								CAFS Dean's Office
	provided quality rice and other agronomic planting materials and food products.								DA
	*Involvement of thesis students in departments reseach projects *Integrating research results in instructional materials *observe social distancing *Washing of hands/putting disinfectant/alcohol * wearing of face masks								daeeX

Created Department Facebook, Increased Salary of Animal Caretakers, Conducted Monthly and Emergency Meetings for faculty/Staff, Hired six (6) more teaching staff to deload faculty, and Circulated Dept. Memoranda for implementation									DAS
Submitted appointments for the undergraduate thesis advisers and GAC advisers, approved and signed by the University President									DFST
* adapted flexible learning; continue monitoring of students through virtual consultation; collaboration of the department with some municipalities to assist the conduct of students research; Invited speakers to conduct lectures to augment knowledge of students on actual field situations.									DPM
We created groupchat where we sent communications, updates and immediate concerns aside from emails both within faculty group and major student students									DSS
Total Over-all Rating					335	335	335	335	
Average Rating					335.000				
Adjectival Rating					5.00				
					OUTSTANDING				

Received by:

DANIEL LESLIE S. TAN

Planning Office

Date: AUG 03 2021

Calibrated by:

REMBERTO A. PATINDOL

Chairman, PMT

Date: 7/29/21

Recommending Approval:

BEATRIZ S. BELONIAS

Vice Pres. for Instruction

Date: 7/28/21

Approved:

EDGARDO E. TULIN

President

Date: \_\_\_\_\_

\* 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