



**VISAYAS**  
STATE UNIVERSITY

Department of Pest Management  
COLLEGE OF AGRICULTURE and FOOD SCIENCE  
VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, ELVIRA L. OCLARIT, Head of the Department of PEST MANAGEMENT, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period Jan - June, 2022

*Elvira L. Oclarit*  
ELVIRA L. OCLARIT

Department Head

Date: July 5, 2022

*Victor B. Asio*  
VICTOR B. ASIO

College Dean

Date: *6 July 2022*

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):			Total FTE (1x2,	RDE Commitments***		
Personnel	Number (1)	Min. FTE (2)	Research	Publication	Extension	
Department Head	-	0	#VALUE!	0%	0	0
Faculty w/ Univ. Designated Position	-	0	#VALUE!	0%	0	0
Regular Faculty (VSL)*	-	0	#VALUE!	200%	1	1
Regular Faculty (TLS)*	-	0	#VALUE!	0%	0	0
Part time Faculty	-	0	#VALUE!	0%	0	0
Admin Staff Members	-	0				
TOTAL:			200%	1	1	

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

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 Responsibl e	Department Target	Actual		Rating				Remark (Details of the targetted output indicators with **)
						% Accom- plishment	Details of Accom- plishment s	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:	Dept. Head & Faculty									
	a.	pursuing advanced research degree program (Ph.D) *		5%	250	12.5	5	5	5	5.0		
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		80%	111.11	88.89	5	5	5	5.0		



	c.	producing technologies for commercialization or livelihood improvement									
	d.	whose research resulted in an extension program									
	<b>OVPI MFO 2. Graduate Student Management Services</b>										
	<b>PI 1:</b> Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty	100%	100%	100%	5	5	5	5.0	
	<b>PI 2:</b> Percentage of accredited graduate programs *		Dept. Head & Faculty	100%	100%	100%	5	5	5	5.0	
	<b>PI 3:</b> Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty	4	150	6	5	5	5	5.0	
	<b>PI 4:</b> Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty	3	693	20.81	5	5	5	5.0	
	<b>PI 5:</b> Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty	5%							For July to December
	<b>PI 6:</b> Percentage increase in number of students who graduated within prescribed period *		Dept. Head & Faculty								
	<b>PI 7:</b> Number of graduate students awarded with honors/distinction *		Dept. Head & Faculty								
	<b>PI 8:</b> Number of graduate students advised *		Dept. Head & Faculty	9	322	29	5	5	5	5.0	
	<b>PI 9:</b> Number of instructional materials developed *		Dept. Head & Faculty								
	On-line ready courseware			4	200	8	5	5	5	5.0	
	Flexible instructional materials			4	700	28	5	5	5	5.0	
	Assessment tools			6	733.3	44	5	5	5	5.0	
	<b>PI 10:</b> Number of virtual classrooms created and operationalized			3	333.3	10	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	20%							for July to December
	<b>PI 2:</b> Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	5%	2000%	100%	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%	100%	5	5	5	5.0	
	<b>PI 4:</b> Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty	100%	100%	100%	5	5	5	5.0	
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *		Dept. Head & Faculty	32	243.63	77.96	5	5	5	5.0	
	<b>PI 8:</b> Number of students advised: *		Dept. Head & Faculty								
	On thesis/ field practice/special problem			11	272.72	30	5.0	5.0	5.0	5.0	







<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	2	100	2	5	5	5	5.0	
	<b>PI 2.</b> Number of trainees weighted by the length of training *	Dept. Head & Faculty	50	458	229	5	5	5	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	2	50	1	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	50	200	100	5	5	5	5.0	
	<b>PI 5.</b> Number of technical/expert services *	Dept. Head & Faculty								
	Research Mentoring		1	200	2	5	5	5	5.0	
	Peer reviewers/Panelists		2	100	2	5	5	5	5.0	
	Resource Persons		2	100	2	5	5	5	5.0	
	Convenor/Organizer		1	100	1	5	5	5	5.0	
	Consultancy		4	25	1	5.0	5.0	5.0	5.0	
	Evaluator									
	<b>PI 8.</b> Percent of extension proposals approved *	Dept. Head & Faculty	20	500	100	5.0	5.0	5.0	5.0	
	<b>PI 11.</b> Additional outputs *	Dept. Head & Faculty	1	100	1	5.0	5.0	5.0	5.0	
	No. of extension-related awards (extrn. conducted by faculty or student & faculty) *									
<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	1	100	1	5	5	5	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	1	100	1	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								
	<b>PI 4:</b> Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty								
	<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	200	100	5.0	5.0	5.0	5.0	
	<b>PI 6:</b> Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty								
	<b>PI 7:</b> Additional outputs *	Dept. Head & Faculty								



	Number of faculty/staff awards/honors received related to operations support									
	<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	zero non-conformity		zero non-conformity	5	5	5	5.0	Zero non-conformity (No NC)
<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*	Dept. Head	100	100%	100	5	5	5	5.0	
	<b>PI 2.</b> Zero percent complaint from clients served	Dept. Head & all faculty & staff	100	100%	100	5	5	5	5.0	
	<b>PI 3.</b> Number of coaching sessions among faculty & staff**	Dept. Head	5	60	3	5	5	5	5.0	the rest of the target will be accomplished on July to December
	<b>PI 4.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	4	50	2	5	5	5	5.0	the rest of the target will be accomplished on July to December
	<b>PI 5.</b> Number of monthly/special faculty & staff meetings conducted**	Dept. Head	5	60.00	3	5	5	5	5.0	the rest of the target will be accomplished on July to December
	<b>PI 3.</b> Additional Outputs	Dept. Head & all faculty & staff								
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *		2	150%	3	5.0	5.0	5.0	5.0	adapted flexible learning; virtual consultation of students; gave deferred grades to students instead of Inc.;
						260	260	260	260.0	
Total Over-all Rating										
Average Rating								5.00		
Adjectival Rating								OUTSTANDING		

Received by:

**TONI MARC L. DARGANTES**

Planning Office

Date: 7/13/2022

Calibrated by:

**DANIEL LESLIE S. TAN**

Chairman, PMT

Date: JUL 22 2022

Approved:

**EDGARDO E. TULIN**

President

Date: 7/15/22

\* 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