



Department of Animal Science

**COLLEGE OF AGRICULTURE AND FOOD SCIENCE**

VISAYAS STATE UNIVERSITY

### OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

MANUEL D. GACUTAN JR

Department Head

Date: Jan 9, 2023

VICTOR B. ASIO

College Dean

Date: 11/16/23

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

Total FTE (1x2)

### RDE Commitments\*\*\*

| Personnel                            | Number    | Min. FTE (2) |            | Research   | Extension |
|--------------------------------------|-----------|--------------|------------|------------|-----------|
| Department Head                      | 1         | 6            | 6.0        | 1.0        | 0         |
| Faculty w/ Univ. Designated Position | 1         | 3            | 3.0        | 0.0        | 0         |
| Regular Faculty (VSL)*               | 4         | 18           | 72.0       | 0.0        | 0         |
| Regular Faculty (TLS)*               | 5         | 18           | 90.0       | 0.0        | 0         |
| Part time Faculty/AFFILIATE/Adjunct  | 6         | 15           | 90.0       | 0.0        | 0         |
| Admin Staff Members                  | 3         | 0            | 0.0        | 0.0        | 0         |
| <b>TOTAL:</b>                        | <b>20</b> | <b>60</b>    | <b>261</b> | <b>1.0</b> | <b>0</b>  |

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**))

[illegible]

|                                                                                                                                |  |                               |         |         |                               |   |   |   |        |                                                                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------|--|-------------------------------|---------|---------|-------------------------------|---|---|---|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <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          | 100.00% | 100.00% |                               | 5 | 5 | 5 | 5      |                                                                                                                                                               |
| <b>PI 2:</b> Percentage of accredited graduate programs *                                                                      |  | Dept. Head & Faculty          | 100.00% | 100.00% | 3 of 3                        | 5 | 5 | 5 | 5      | MS Animal Science (AACUP Level IV Reaccredited), MAgDev Animal Production (AACUP Level IV Reaccredited), and PhD Animal Science (AACUP Level II Reaccredited) |
| <b>PI 3:</b> Number of graduate degree specializations offered and monitored *                                                 |  | Dept. Head & Faculty          | 100.00% | 100.00% | 3 of 3                        | 5 | 5 | 5 | 5      | COPC (MS Animal Science, MAgDev Animal Production, PhD Animal Science)                                                                                        |
| <b>PI 4:</b> Total FTE coordinated, implemented & monitored*                                                                   |  | Dept. Head & Faculty          | 15      | 17.12   |                               | 5 | 5 | 5 | 5      | see faculty workload                                                                                                                                          |
| <b>PI 5:</b> Percentage increase in number of graduate students enrolled *                                                     |  | Dept. Head & Faculty          | 5.00%   | -2.63%  | 39 (2nd sem) vs. 38 (1st sem) | 5 | 5 | 5 | 5      | MS Animal Science (25), MAgDev Animal Science (4), PhD Animal Science (10)                                                                                    |
| <b>PI 6:</b> Percentage increase in number of students who graduated within prescribed period *                                |  | Dept. Head & Faculty          | 5%      | 16%     | 1 of 6                        | 5 | 5 | 5 | 5      | Ms. Dawn Maress Mendez (MS Animal Science) graduated on time                                                                                                  |
| <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          | 15      | 21      |                               | 5 | 5 | 5 | 5      |                                                                                                                                                               |
| <b>PI 9:</b> Number of instructional materials developed *                                                                     |  |                               |         |         |                               |   |   |   |        |                                                                                                                                                               |
| On-line ready courseware                                                                                                       |  | Dept. Head & Faculty          | 2       | 9       |                               | 5 | 5 | 4 | 4.6667 | ANSC221, ANSC241, ANSC243, ANSC245, ANSC251, ANSC253, ANSC291, ANSC307, ANSC393                                                                               |
| Flexible instructional materials                                                                                               |  | Dept. Head & Faculty          | 2       | 9       |                               | 5 | 5 | 4 | 4.6667 | ANSC221, ANSC241, ANSC243, ANSC245, ANSC251, ANSC253, ANSC291, ANSC307, ANSC393                                                                               |
| Assessment tools                                                                                                               |  | Dept. Head & Faculty          | 5       | 15      |                               | 5 | 5 | 5 | 5      |                                                                                                                                                               |
| <b>PI 10:</b> Number of virtual classrooms created and operationalized                                                         |  | Dept. Head & Faculty          | 1       | 3       |                               | 5 | 5 | 4 | 4.6667 | ANSC221, ANSC241, ANSC251                                                                                                                                     |
| <b>MFO 2 HIGHER EDUCATION SERVICES</b>                                                                                         |  |                               |         |         |                               |   |   |   |        |                                                                                                                                                               |
| <b>PI 1:</b> Percentage of first time licensure exam takers that pass the licensure exams *                                    |  | Dept. Head & Faculty          | 50%     | 67.92%  | 36 of 53                      | 5 | 5 | 5 | 5      | BAS Passing rate is 57.50% (23 of 40) while BSA Animal Science is 100% (13 of 13). Total Passing Rate for DAS is 67.92%                                       |
| <b>PI 2:</b> Percentage of graduates (2 years prior) that are employed *                                                       |  | Dept. Head & Faculty          | 60%     | 80%     |                               | 5 | 5 | 5 | 5      |                                                                                                                                                               |
| <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      |                                                                                                                                                               |
| <b>PI 4:</b> Percentage of undergraduate programs with accreditations *                                                        |  | Dept. Head & Faculty          | 100%    | 100%    | 1 of 1                        | 5 | 5 | 5 | 5      |                                                                                                                                                               |
| <b>PI 5:</b> Total FTE, coordinated, implemented and monitored *                                                               |  | Dept. Head & Faculty          | 120     | 228.67  |                               | 5 | 5 | 5 | 5      | see DAS Faculty workload                                                                                                                                      |
| <b>PI 8:</b> Number of students advised: *                                                                                     |  | Dept. Head & Faculty          |         |         |                               |   |   |   |        |                                                                                                                                                               |
| On thesis/ field practice/special problem                                                                                      |  | Thesis/field practice adviser | 60      | 85      |                               | 5 | 5 | 5 | 5      | see DAS Faculty workload                                                                                                                                      |
| No. of approved manuscript submitted within prescribed period                                                                  |  | SRC                           | 20      | 40.00   |                               | 5 | 5 | 5 | 5      |                                                                                                                                                               |
| On consultation                                                                                                                |  | Dept. Head & Faculty          | 100     | 200     |                               | 5 | 5 | 5 | 5      |                                                                                                                                                               |

|              |                                                                                                                                                  |                               |      |         |        |   |   |   |   |                                                                               |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|------|---------|--------|---|---|---|---|-------------------------------------------------------------------------------|
|              | <b>PI 9:</b> Number of student organizations advised/ assisted *                                                                                 | Dept. Head & Faculty          |      |         |        |   |   |   |   |                                                                               |
|              | <i>Student organizations advised</i>                                                                                                             | Organization Adviser          | 2    | 3       |        | 5 | 5 | 5 | 5 | SASS, AREV, VSUGSS                                                            |
|              | <i>Student organizations assisted on student related activities</i>                                                                              | Organization Adviser          | 2    | 3       |        | 5 | 5 | 5 | 5 | SASS, AREV, VSUGSS                                                            |
|              | <b>PI 10:</b> Number of instructional materials developed *                                                                                      | Dept. Head & Faculty          |      |         |        |   |   |   |   |                                                                               |
|              | On-line ready courseware                                                                                                                         | Faculty                       | 5    | 8       |        | 5 | 5 | 5 | 5 | AnSc 22, AnSc 112, AnSc 131, AnSc 153, AnSc 164, AnSc 195, AnSc 197, AnSc 199 |
|              | Flexible instructional materials                                                                                                                 | Faculty                       | 5    | 8       |        | 5 | 5 | 5 | 5 | AnSc 22, AnSc 112, AnSc 131, AnSc 153, AnSc 164, AnSc 195, AnSc 197, AnSc 199 |
|              | Assessment tools                                                                                                                                 | Faculty                       | 20   | 8       |        | 5 | 5 | 5 | 5 |                                                                               |
|              | <b>PI 10:</b> Number of virtual classrooms created and operationalized                                                                           | Dept. Head & Faculty          | 3    | 6       |        | 5 | 5 | 5 | 5 | AnSc 22, AnSc 153, AnSc 164, AnSc 195, AnSc 197, AnSc 199                     |
|              | <b>PI 11:</b> Additional Outputs                                                                                                                 | Dept. Head & Faculty          |      |         |        |   |   |   |   |                                                                               |
| <b>MFO 3</b> | <b>RESEARCH SERVICES</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          | -    | -       | -      | - | - | - | - |                                                                               |
|              | <b>PI 2.</b> Number of research outputs completed within the year *                                                                              | Dept. Head & Faculty          | -    | -       | -      | - | - | - | - |                                                                               |
|              | <b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *              | Dept. Head & Faculty          |      |         |        |   |   |   |   |                                                                               |
|              | <i>In refereed int'l journals</i>                                                                                                                |                               | 50%  | 100%    | 4 of 4 | 5 | 5 | 5 | 5 | Godinez (2), Compendio (2)                                                    |
|              | <i>In refereed nat'l/regional journals</i>                                                                                                       |                               | -    | -       | -      | - | - | - | - |                                                                               |
|              | <b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *                                                 | Dept. Head & Faculty          |      |         |        |   |   |   |   |                                                                               |
|              | <i>In int'l fora/conferences</i>                                                                                                                 |                               | 2    | 3       |        | 5 | 5 | 5 | 5 | Godinez (3)                                                                   |
|              | <i>In nat'l/regional fora/conferences</i>                                                                                                        |                               | 1    | 2       |        | 5 | 5 | 5 | 5 | Gacutan et al (1), Garrido & Bestil (1)                                       |
|              | <b>PI 5.</b> Percent of research proposals approved *                                                                                            | Dept. Head & Faculty          | 100% | 100.00% | 1 of 1 | 4 | 4 | 4 | 4 | Gacutan (1 PhilRootCrops Research)                                            |
|              | <b>PI 6.</b> Additional outputs*                                                                                                                 | Dept. Head & Faculty          |      |         |        |   |   |   |   |                                                                               |
|              | No. of research-related awards (research conducted by faculty or student w/ faculty)                                                             | Awards: Best Paper and Poster | -    | -       |        | - | - | - | - |                                                                               |
| <b>MFO 4</b> | <b>EXTENSION SERVICES</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          | 3    | 5       |        | 4 | 4 | 4 | 4 | YRRP Project Sites                                                            |

|                                    |                                                                                                                                                      |                      |      |         |          |   |   |   |   |                                                                                                 |
|------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|------|---------|----------|---|---|---|---|-------------------------------------------------------------------------------------------------|
|                                    | PI 2. Number of trainees weighted by the length of training *                                                                                        | Dept. Head & Faculty | 20   | 30      |          | 5 | 5 | 5 | 5 | ATI Trainees (Training of Trainers in Chicken and Goat)                                         |
|                                    | PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *                                | Dept. Head & Faculty | 1    | 1       |          | 4 | 4 | 4 | 4 | YRRP Project (Feed Mill)                                                                        |
|                                    | 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%  | 100%    |          | 5 | 5 | 5 | 5 | See ATI feedback                                                                                |
|                                    | PI 5. Number of technical/expert services *                                                                                                          | Dept. Head & Faculty |      |         |          |   |   |   |   |                                                                                                 |
|                                    | Research Mentoring                                                                                                                                   |                      | 5    | 20      |          | 5 | 5 | 5 | 5 | Graduate Students, TWG                                                                          |
|                                    | Peer reviewers/Panelists                                                                                                                             |                      | 3    | 7       |          | 5 | 5 | 5 | 5 | TWG, Research Journal, PSAS                                                                     |
|                                    | Resource Persons                                                                                                                                     |                      | 3    | 5       |          | 5 | 5 | 5 | 5 | ATI (Gacutan, Compendio, Garrido, Geromo, Bestil)                                               |
|                                    | Convenor/Organizer                                                                                                                                   |                      | 1    | 2       |          | 5 | 5 | 5 | 5 | PSAS, SAER 8                                                                                    |
|                                    | Consultancy                                                                                                                                          |                      | -    | -       | -        | - | - | - | - |                                                                                                 |
|                                    | Evaluator                                                                                                                                            |                      | 1    | 2       |          | 5 | 5 | 5 | 5 | PSAS (Godinez), Bohol Island State Univ R&D (Gacutan)                                           |
|                                    | PI 8. Percent of extension proposals approved *                                                                                                      | Dept. Head & Faculty |      |         |          |   |   |   |   |                                                                                                 |
|                                    | PI 11. Additional outputs *                                                                                                                          | Dept. Head & Faculty |      |         |          |   |   |   |   |                                                                                                 |
|                                    | No. of extension-related awards (extrn. conducted by faculty or student & faculty) *                                                                 |                      | -    | -       |          | - | - | - | - | -                                                                                               |
| <b>MFO 5 Support to Operations</b> |                                                                                                                                                      |                      |      |         |          |   |   |   |   |                                                                                                 |
|                                    | <b>OVPI MFO 1. Faculty Development Services</b>                                                                                                      |                      |      |         |          |   |   |   |   |                                                                                                 |
|                                    | PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *                                       | Dept. Head & Faculty | 5    | 5       |          | 5 | 5 | 5 | 5 | Come, Villagonzalo, Godinez, Beato, Bustamante                                                  |
|                                    | <b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>                                                                                               |                      |      |         |          |   |   |   |   |                                                                                                 |
|                                    | PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *                                                | Dept. Head & Faculty | 2    | 5       |          | 5 | 5 | 5 | 5 | 2 Part Time (Tahanlagit, Conde), 2 Adjunct Prof (Posas, Bestil), 1 Permanent Affiliate (Minoza) |
|                                    | <b>OVPI MFO 3. Faculty Evaluation Services</b>                                                                                                       |                      |      |         |          |   |   |   |   |                                                                                                 |
|                                    | 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 | 1    | 2       |          | 5 | 5 | 5 | 5 | 1 PSAS (Gacutan as Gov Council), 1 SAER (Bestil as President)                                   |
|                                    | 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% | 16 of 16 | 5 | 5 | 5 | 5 | All faculty were rated either Very Satisfactory/Outstanding                                     |
|                                    | PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted *                                                                           | Dept. Head & Faculty | 2    | 4       |          | 5 | 5 | 5 | 5 | 4 Membership of VSU-TWG (Gacutan, Abela, Come, Compendio)                                       |
|                                    | 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 CAR | 3           | 3 | 3 | 3 | late submission of grade (Come, Geromo, Santiago)   |
| 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                |       | 5           | 5 | 5 | 5 |                                                     |
|                       | PI 2. Zero percent complaint from clients served                                                                                                                                               |  |  | Dept. Head & all faculty & staff | zero % complaint | Zero % complaint |       | 5           | 5 | 5 | 5 |                                                     |
|                       | PI 3. Number of coaching sessions among faculty & staff**                                                                                                                                      |  |  | Dept. Head                       | 1                | 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                       | 1                | 2                |       | 5           | 5 | 5 | 5 | OTP, OPCR targets                                   |
|                       | PI 5. Number of monthly/special faculty & staff meetings conducted**                                                                                                                           |  |  | Dept. Head                       | 2                | 5                |       | 5           | 5 | 5 | 5 | 5 monthly meeting (July, August, Sept, Oct, Dec)    |
|                       | 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 *                                                                        |  |  | Dept Head                        | 1                | 1                |       | 5           | 5 | 5 | 5 | Circulated 11 Dept Memo Circulars                   |
|                       |                                                                                                                                                                                                |  |  |                                  |                  |                  |       |             |   |   |   | Comments & Recommendations for Development purposes |
| Total Over-all Rating |                                                                                                                                                                                                |  |  |                                  |                  |                  |       | 253.333     |   |   |   |                                                     |
| Average Rating        |                                                                                                                                                                                                |  |  |                                  |                  |                  |       | 4.872       |   |   |   |                                                     |
| Adjectival Rating     |                                                                                                                                                                                                |  |  |                                  |                  |                  |       | Outstanding |   |   |   |                                                     |

Received by:

*Toni*

**TONI MARC L. DARGANTES**

Planning Office

Date:

**JAN 12 2023**

Calibrated by:

*Daniel Leslie S. Tan*

**DANIEL LESLIE S. TAN**

Chairman, PMT

Date:

Approved:

*Edgardo E. Tulin*

**EDGARDO E. TULIN**

President

Date: **1/17/2023**

\* 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