



**VISAYAS**  
STATE UNIVERSITY

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

### OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, RUTH O. ESCASINAS, Head of the Department of Agronomy, 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 2022.

**RUTH O. ESCASINAS**

Department Head  
Date: 1/5/23

**VICTOR B. ASIO**

College Dean  
Date: 1/5/23



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

Personnel	Nu	Min. FTE (2)	Total FTE (1x2)		RDE Commitments***		
					Research	Publication	Extension
Department Head	1	15.44	15.4			1	1
Faculty w/ Univ. Designated Position	-	0	0.0	0.0	0	0	0
Regular Faculty (VSL)*	7	14	100.3	2.0	9	2	
Regular Faculty (TLS)*	0	0	0.0	0.0	0	0	0
Part time Faculty	3	24	70.7	0.0	0	0	0
Admin Staff Members	3	0					
<b>TOTAL:</b>			<b>186</b>	<b>2.0</b>	<b>10</b>	<b>3</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**))

MFO No.			Success/Performance Indicator (PI)		Units/Persons Responsible	Department Target	Actual		Rating				Remark (Details of the targetted outputs indicators with *)
							% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	

% 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									
		a. pursuing advanced research degree program (Ph.D) *	Dept. Head & Faculty	7%	100%	3	5	5	5	5.00	2 faculty were on study leave pursuing PhD degree at UPLB	7%
		b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Dept. Head & Faculty	40%	75%		5	5	5	5.00	2 approved project proposals under VSU Internationalization program. A total of four ongoing research projects under the Department of Agronomy.	
		c. producing technologies for commercialization or livelihood improvement	Dept. Head & Faculty							0.00		
		d. whose research resulted in an extension program	Dept. Head & Faculty	12%	13%		5	5	5	5.00	The previous extension project was improved into four	
	OVPI MFO 2. Graduate Student Management Services											
		PI 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty	100%	100%	half only	5	5	5	5.00		2%
		PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty	100%	100%	full	5	5	5	5.00	DA has 2 graduate degree programs (MS and MAgDev)	2%
		PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	2	100	full	5	5	5	5.00	DA has 2 graduate degree programs (MS and MAgDev)	2%
		PI 4: Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty	15	23	23	5	5	5	5.00	For two graduate programs. For this 1st sem only 2022-2023	2%
		PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty	0%	35%	31	5	5	5	5.00		1%
		PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty	70%	75%	8	5	5	5	5.00		1%



	<b>PI 7:</b> Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty	0								1%
	<b>PI 8:</b> Number of graduate students advised *	Dept. Head & Faculty	8	100%	28	5	5	5	5.00		1%
	<b>PI 9:</b> Number of instructional materials developed *	Dept. Head & Faculty	5	100%	10	5	5	5	5.00	we continue to develop five Learning Modules	1%
	On-line ready courseware	Dept. Head & Faculty	5	100	10	5	5	5	5.00	half only	
	Flexible instructional materials	Dept. Head & Faculty	5	6	6	4	4	4	4.00	half only	
	Assessment tools	Dept. Head & Faculty	10	100%	30	5	5	5	5.00	Edited and improved assessments and learning tasks for this 1st semester 2021-2022	
	<b>PI 10:</b> Number of virtual classrooms created and operationalized	Dept. Head & Faculty	8	100%	16	5	5	5	5.00	Edited and improved learning modules for this 1st semester	
<b>MFO 2</b>	<b>HIGHER EDUCATION SERVICES (50%)</b>								0.00		
	<b>PI 1.</b> Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	62%	83%	10 passed out of 12	5	5	5	5.00	LEA conducted on Nov. 22-24, 2022, 10 passed out of 12 takers	5.0%
	<b>PI 2.</b> Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	82%	50%	16	3	3	3	3.00	Data is based on 2020 and 2021 graduates that replied on our tracer study conducted	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%	full	5	5	5	5.00	All students are enrolled in CHED accredited programs	5.0%
	<b>PI 4.</b> Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100%	100%	full	5	5	5	5.00	All students are enrolled in CHED accredited programs	5.0%
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	180	317	316.8	5	5	5	5.00	half only 1st sem 2022-2023	20%
	<b>PI 8:</b> Number of students advised: *	Dept. Head & Faculty	20%	100%	28	5	5	5	5.00	Undergraduate student majoring Agronomy	5%

	On thesis/ field practice/special problem	Dept. Head & Faculty	30	100	10	5	5	5	5.00	half only	
	No. of approved manuscript submitted within prescribed period	Dept. Head & Faculty	20	70	7	5	5	5	5.00	half only	
	On consultation	Dept. Head & Faculty	20	100	28	5	5	5	5.00	Number of students consulted	
	<b>PI 9:</b> Number of student organizations advised/ assisted *	Dept. Head & Faculty	1	100	1				0.00		1.00%
	Student organizations advised	Dept. Head & Faculty	1	100	1	5	5	5	5.00		
	Student organizations assisted on student related activities	Dept. Head & Faculty	1	100	1	5	5	5	5.00		
	<b>PI 10:</b> Number of instructional materials developed *	Dept. Head & Faculty	5	21	21	5	5	5	5.00	Continue to develop instructional materials for undergrad and	4%
	On-line ready courseware	Dept. Head & Faculty	12	16	16	5	5	5	5.00	Continue to develop online instructional materials for undergrad	
	Flexible instructional materials	Dept. Head & Faculty	10	5	5	4	4	4	4.00	Continue to develop flexible instructional materials for undergrad	
	Assessment tools	Dept. Head & Faculty	60	75	75	5	5	5	5.00	Continue to develop and edit assessment tools for undergrad and	
	<b>PI 10:</b> Number of virtual classrooms created and operationalized	Dept. Head & Faculty	8	21	21	5	5	5	5.00	Continue to develop virtual classroom for undergrad and	
	<b>PI 11:</b> Additional Outputs	Dept. Head & Faculty	none						0.00		
<b>MFO 3</b>	<b>RESEARCH SERVICES (10%)</b>								0.00		
	<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	0	1	1	5	5	5	5.00		1%
	<b>PI 2.</b> Number of research outputs completed within the year *	Dept. Head & Faculty	1	0	full	4.0	4.0	4.0	4.00	All researches are ongoing	1%



	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *											7%
	<i>In refereed int'l journals</i>	Dept. Head & Faculty	30%	100%	22	5	5	5	5.00			
	<i>In refereed nat'l/regional journals</i>	Dept. Head & Faculty	30%	38%	3	5	5	5	5.00			
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty	0						0.00			1.00%
	<i>In int'l fora/conferences</i>		0						0.00			
	<i>In nat'l/regional fora/conferences</i>		0	1		5	5	5	5.00			
	<b>PI 5.</b> Percent of research proposals developed *	Dept. Head & Faculty	2	0	0	3	3	3	3.00	Developed and approved by the funding agency (VSU)		0.5%
	<b>PI 6.</b> Additional outputs*	Dept. Head & Faculty	0	0.00					0.00			
	No. of research-related awards (research conducted by faculty or student w/ faculty)								0.00			
<b>MFO 4</b>	<b>EXTENSION SERVICES (10%)</b>								0.00			
	<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	1	100	1	5	5	5	5.00	Project Collaborators from LGU Baybay		2.0%
	<b>PI 2.</b> Number of trainees weighted by the length of training *	Dept. Head & Faculty	0	0	0				0.00	Due to pandemic		
	<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	4	4	4	4.00			2%

[illegible]



	<b>PI 3.</b> Number of coaching sessions among faculty & staff**		Dept. Head	1	1	2	5	5	5	5.00	conducted a coaching sessions between faculty and the head	1%
	<b>PI 4.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	2	8	8	5	5	5	5.00	Conducted during Departments' monthly meeting	
	<b>PI 5.</b> Number of monthly/special faculty & staff meetings conducted**		Dept. Head	2	8	8	5	5	5	5.00	DA monthly meeting	
	<b>PI 3:</b> Additional Outputs		Dept. Head & all faculty & staff							0.00		
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *			1	1.00	1	5.0	5.0	5.0	5.00	provided quality riceseeds and other agronomic planting materials and food products.	2%
										0.00		
Total Over-all Rating							261.00					
Average Rating					23.07%		4.75					
Adjectival Rating							OUTSTANDING					

Received by:

  
TONI MARC L. DARGANTES

Planning Office

Date: JAN 05 2023

Calibrated by:

  
DANIEL LESLIE S. TAN

Chairman, PMT

Date: JAN 05 2023

Approved:

  
EDGARDO E. TULIN

University President

Date: 11/6/2023

\* 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