VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **ROBELYN T. PIAMONTE**, Head of the Department of **PEST MANAGEMENT**, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January - June 2023**.

RECEIVED 1 2 JUL 2023

ROBELYN T. PIAMONTE
Department Head
Date:

VICTOR B. ASIO
College Dean
Date: JUL 1 2 2023

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

Personnel	Number (1)	Total FTE (2nd Sem)	Research (No. of Research)	Publication	Extension
				RDE Commitments***	
Department Head	1	1.93	3	0	2
Faculty w/ Univ. Designated Position	1	2.00	3	0	0
Regular Faculty (VSL)	5	133.20	4	1	2
Regular Faculty (TLS)	0		0	0	0
Part time Faculty/Adjunct/Professor Emiritus	4	6.49	0	0	0
Admin Staff Members	4				
TOTAL:		143.62	10	1	4

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

Note:
* On vacation-sick-leave status. Ratio of Instruction and RDE commitmtents should 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 Accomplishments		Rating				Remark (Details of the targetted output indicators with **)
						% Accom-plishment	Details of Accom-plishments	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%	500%	2/8=25%	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%	120%	8/8=100%	5	5	5	5.0	

		c.	producing technologies for commercialization or livelihood improvement									
		d.	whose research resulted in an extension program									
	OVPI MFO 2. Graduate Student Management Services											
	PI 1: Percentage of graduate students enrolled in research degree programs *			Dept. Head & Faculty	100%	100%	100%	5	5	5	5.0	
	PI 2: Percentage of accredited graduate programs *			Dept. Head & Faculty	100%	100%	100%	5	5	5	5.0	
	PI 3: Number of graduate degree specializations offered and monitored *			Dept. Head & Faculty	4	150%	6	5	5	5	5.0	
	PI 4: Total FTE coordinated, implemented & monitored*			Dept. Head & Faculty	3	216%	6.493	5	5	5	5.0	
	PI 5: Percentage increase in number of graduate students enrolled *			Dept. Head & Faculty	5%	154%	28-26/26=7.69%	5	5	5	5.0	
	PI 6: Percentage increase in number of students who graduated within prescribed period *			Dept. Head & Faculty		100%	2	5	5	5	5.0	
	PI 7: Number of graduate students awarded with honors/distinction *			Dept. Head & Faculty								
	PI 8: Number of graduate students advised *			Dept. Head & Faculty	9	311%	28	5	5	5	5.0	
	PI 9: Number of instructional materials developed *			Dept. Head & Faculty								
		On-line ready courseware			4	75%	3	5	5	5	5.0	to be accomplished on July-December 2023
		Flexible instructional materials			4	900%	36	5	5	5	5.0	
		Assessment tools			6	216%	13	5	5	5	5.0	
		PI 10: Number of virtual classrooms created and operationalized			3	133%	4	5	5	5	5.0	
MFO 2	**HIGHER EDUCATION SERVICES (50%)**											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *			Dept. Head & Faculty	20%	393%	11/14=78.57	5	5	5	5.0	
	PI 2. Percentage of graduates (2 years prior) that are employed *			Dept. Head & Faculty	5%	2000%	100%	5	5	5	5.0	
	PI 3. 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	
	PI 4. Percentage of undergraduate programs with accreditations *			Dept. Head & Faculty	100%	100%	100%	5	5	5	5.0	
	PI 5: Total FTE, coordinated, implemented and monitored *			Dept. Head & Faculty	32	465%	148.85	5	5	5	5.0	
	PI 8: Number of students advised: *			Dept. Head & Faculty								

	On thesis/ field practice/special problem		11	400%	44	5	5	5	5.0
	No. of approved manuscript submitted within prescribed period		5	280%	14	5	5	5	5.0
	On consultation		55	214%	118	5	5	5	5.0
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty							
	Student organizations advised		1	300%	3	5	5	5	5.0
	Student organizations assisted on student related activities								
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty							
	On-line ready courseware	Dept. Head & Faculty	5	120%	6	5	5	5	5.0
	Flexible instructional materials	Dept. Head & Faculty	18	144%	26	5	5	5	5.0
	Assessment tools	Dept. Head & Faculty	35	251%	88	5	5	5	5.0
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	8	175%	14	5	5	5	5.0
	PI 11: Additional Outputs	Dept. Head & Faculty	2	1350%	27	5	5	5	5.0
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 *	Dept. Head & Faculty	2	400%	8	5	5	5	5.0
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	3	200%	6	5	5	5	5.0
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty							
	In refereed int'l journals		2	100%	2	5	5	5	5.0
	In refereed nat'l/regional journals								
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty							
	In int'l fora/conferences		1	100%	1	5	5	5	5.0
	In nat'l/regional fora/conferences		2	200%	4	5	5	5	5.0
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty		100%	1	5	5	5	5.0
	PI 6. Additional outputs*	Dept. Head & Faculty							
	No. of research-related awards (research conducted by faculty or student w/ faculty)		1	100%	1				
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 *	Dept. Head & Faculty	2	100%	2	5	5	5	5.0

	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	50	206%	103	5	5	5	5.0	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	2	250%	8	5	5	5	5.0	
	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	200%	100	5	5	5	5.0	
	PI 5. Number of technical/expert services *	Dept. Head & Faculty								
	Research Mentoring		1	800%	8	5	5	5	5.0	
	Peer reviewers/Panelists		2	100%	2	5	5	5	5.0	
	Resource Persons		2	450%	9	5	5	5	5.0	
	Convenor/Organizer		1	200%	2	5	5	5	5.0	
	Consultancy		4	100%	4	5	5	5	5.0	
	Evaluator									
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	20%							to be accomplished on July-December 2023
	PI 11. Additional outputs *	Dept. Head & Faculty								
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *		1							to be accomplished on July-December 2023
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 *	Dept. Head & Faculty	1	200%	2					
	OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty	1							to be accomplished on July-December 2023
	OVPI MFO 3. Faculty Evaluation Services									
	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								
	PI 5: 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	5	5	5.0	
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty								
	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	zero non-conformity		zero non-conformity	5	5	5	5.0	Zero non-conformity (No NC)
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	100	100%	100	5	5	5	5.0	
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	100	100%	100	5	5	5	5.0	
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	5	100%	5	5	5	5	5.0	
	PI 4. 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	50% will be accomplished on July-Dec
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	5	140%	7	5	5	5	5.0	
	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 *		2	150%	3	5	5	5	5.0	Adapted flexible learning; virtual consultation of students; Mentoring of new faculty in preparing TOS and Obedized Syllabi.
Total Over-all Rating										
Average Rating							**5.00**			
Adjectival Rating							**OUTSTANDING**			

Received by:

TONI MARC L. DARGANTES
Planning Office
Date: JUL 1 2 2023

Calibrated by:

DANIEL LESLIE S. TAN
Chairman, PMT
Date: JUL 1 4 2023

Approved:

EDGARDO E. TULIN
President
Date: JUL 19, 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