

Department of Biological Sciences **COLLEGE OF ARTS AND SCIENCES VISAYAS STATE UNIVERSITY**

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, ANALYN M. MAZO, Head of the Department of BIOLOGICAL SCIENCES, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July-December 2021.

Number Min. FTE (2)

14.1

6.4

179

167

163

529.95

Department Head

Frb 11,202

TOTAL

RDE Commitments*** Publication

Research

3.0

2.0

21.0

0.0

0.0

26.0

MA. THERESA P. LORETO

Extension

0

5

Rating Equivalents: 5 - Outstanding

4 - Very Satisfactory

3 - Satisfactory

2 - Fair 1 - Poor

Vote:

* On vacation-sick-leave status. Ratio of Instruction and RDE commitments should determined based on FTE of 18 units

11

3

** On Teacher's Leave status. Minimum FTE required is 18 units

Faculty w/ Univ. Designated Position

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

Personnel

Department Head

Part time Faculty

Regular Faculty (VSL)*

Regular Faculty (TLS)*

Admin Staff Members

*** Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (UMFO 3) and extension (UMFO 4)

| | | | | | Ī | | tual | | F | Rating | | | |
|------------|---------|---------|---|--|--------|-----------|--------|---------|------------|------------|---------|---|----------|
| MFO No. | | | Success/Performance Indicator (PI) | Units/Person s Responsible | Tarnet | nlishment | Accom- | Quality | Efficiency | Timeliness | Average | Remark (Details of the targetted outputs indicators with *) | % waight |
| MFO 1 | ADVANC | ED EDU | CATION SERVICES (20%) | Anton (and playments as a suite person and p | | | | | | | | | |
| | OVPI ME | FO 1. G | raduate Degree Program Management Service | 98 | | | | | | | | | |

| | (•) | |) | | | | | | | | | 4 4) | |
|----------|-----------------------|---|---|---|-----|---------|--|-----|---|---|------|--|-----------|
| 1 | | centage of graduate school faculty engaged in work applied in any of the following: | | Dept. Head & Graduate Faculty | | | | | | | | | |
| | a. | pursuing advanced research degree program (Ph.D) * | | CCBatistel, BLARegis, SACesar & RDPoliquit | 10% | 307.00% | 4 over 13 | 1 1 | 4 | 4 | 4.33 | 10% of 13 is 1.3 only | |
| | b. | actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research) | | Dept. Head & Graduate Faculty | 70% | | 10 of 13 graduate faculty are involved in research | 5 | 5 | 4 | | 7 70% of 13 is 9 only | |
| | C. | producing technologies for commercialization or livelihood improvement | | | | | | | | | | | T |
| | d. | whose research resulted in an extension program | | | | | | | | | | | T |
| OVPI N | IFO 2. Gr | aduate Student Management Services | | | | | | | | | | | \dagger |
| - | ercentage programs | of graduate students enrolled in research * | | Dept. Head & Faculty | | | | | | | | | \dagger |
| Pl 2: Pe | ercentage (| of accredited graduate programs * | | Dept. Head & Faculty | | | | | | | | | T |
| monitor | ed * | graduate degree specializations offered and | | Dept. Head & Faculty | 2 | 100.00% | 2/2 | 5 | 5 | 5 | 5 | MS Botany, MEd major in Biology (Offers Biology major subjects) | + |
| PI 4: T | otal FTE o | oordinated, implemented & monitored* | | BSB, HVO, BLAR,HRM, | 5 | 210.00% | 10.5/5 | 5 | 5 | 5 | | 10.5 over the target 5 | T |
| enrolled | 1* | increase in number of graduate students | | Dept. Head & Faculty | | | | | | | | | T |
| within p | rescribed | | | Dept. Head & Faculty | | | | | | | | | T |
| | umber of g | graduate students awarded with * | | Dept. Head & Faculty | * | | | | | | | | T |
| PI 8: N | umber of g | graduate students advised * | | Dept. Head & Faculty | 10 | 230.00% | 23/10 | 5 | 5 | 5 | 5 | Accomplishment is 23 over the target which is only 10 | \dagger |
| PI 9: Nu | ımber of in | structional materials developed * | | Dept. Head & Faculty | | | | | | | | | T |

| | | | | | 1 | | | | | | |
|------------------------|---|---------------------------------|-----------------------------------|---|---|-----|-----|-----|------|---|------|
| | I o hand | | | | | | _ | | | s) (1) | |
| | On-line ready courseware | RMRM | | 100.00% | 1/4 | | 5 | 5 4 | 4.66 | 7 | |
| nonthille dell'estendo | Flexible instructional materials | | | 100.0076 | 1/1 | + | | 1 4 | 4.00 | | + |
| | Assessment tools | | | | | + | | - | | | + |
| | Syllabus | BSB | 1 | 200.00% | 6 2/1 | - | | 5 4 | 4.66 | 7 Syllabus in Biol 215 and Biol 217 | + |
| | PI 10: Number of virtual classrooms created and operationalized | BSB, RDP, BLAR. RMRM, HVO | 4 | 100.00% | | 5 | | | | Botn 215, Botn 217, Biol 205, Biol 5, 227 | |
| IFO 2 | HIGHER EDUCATION SERVICES (50%) | | | | | T | | | | | + |
| | PI 1. Percentage of first time licensure exam takers that pass the licensure exams * | Dept. Head & Faculty | NA | | | | | | | | 7.5 |
| | PI 2. Percentage of graduates (2 years prior) that are employed * | Dept. Head & Faculty | 80% | 118% | 95/80 | 5 | 5 | 5 | 5 | Of the 47 graduates, 2 cannot be contacted, but 44 are employed and 1 is currently pursuing graduate studies. | 2.5 |
| | PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs * | Dept. Head & Faculty | BSBio-100; BS Marine Bio-50 | BSBio - 144%; BS Mar Bio- 112% | BSBio - 142; BS Marine Bio- 56 | 5 | 5 | 5 | 5 | BS Bio=142/100; BS Marine Bio=56/50 | 2.59 |
| | PI 4. Percentage of undergraduate programs with accreditations * | Dept. Head & Faculty | 50% | 100% | 50/50 | 5 | 5 | 5 | 5 | DBS offers BS Bio and BS Marine Bio. BS Bio is for Level IV evaluation but BS Marine Biology is not yet illigible to undergo AACCUP accreditation because it is a new program offering and no graduates yet are produced. | 2.5% |
| | PI 5: Total FTE, coordinated, implemented and monitored * | Dept. Head & Faculty | 100 | 526.00% | 526.21/100 | 5 | | | 5 | | 20% |
| | PI 8: Number of students advised: * | Dept. Head & Faculty | | | | | | | | | |
| | On thesis/ field practice/special problem | Dept. Head & Faculty | 30.00 | 1.00 | 30/30 | 5.0 | 5.0 | 5.0 | 5.0 | | 1% |

| | | 2 | | | | | | | | * ** | |
|------|---|---|-----|---------|--|-----|-----|-----|-----|---|-------|
| | No. of approved manuscript submitted within prescribed period | | | | | | | | | | 1% |
| | On consultation (academic adviser) | Dept. Head & Faculty | 100 | 204.00% | 204/100 | 5.0 | 5.0 | 5.0 | 5.0 | 204 students advised/100 target | 0.5% |
| | PI 9: Number of student organizations advised/ assisted * | Dept. Head & Faculty | | | | | | | | | |
| | Student organizations advised | | 1 | 200.00% | 2/1 | 5.0 | 5.0 | 5.0 | 5.0 | Advise OBioS and CAS-SSC =2 | 1.25% |
| | Student organizations assisted on student related activities | EKLS | 1 | 100.00% | 1/1 | 5.0 | 5.0 | 5.0 | 5.0 | Assisted CAS-SSC in implementing student related activities during the CAS-Month; Participated during the BioWeek Celebration (part of the committee)-EKS | 1 |
| | PI 10: Number of instructional materials developed * | Dept. Head & Faculty | | | | | | | | | 10% |
| - | On-line ready courseware Flexible instructional materials | Dept. Head & Faculty Dept. Head & Faculty | 10 | 380.00% | 38/10 | 5.0 | 5.0 | 4.0 | 4.7 | AMM-1, JCE-3, HVO-4, KMR-4, SAC-5, RDP-3, EOB-3, DNM-3, RMM-3, DMG-4, RJPD-3, HRM-1 | |
| | Assessment tools (long quiz, exams, problem sets) | Dept. Head & Faculty | 5 | 180% | 9/5 | | | | | Long exam, quiz, assignment, oral exam, critiquing, report writing, video making, assignment | |
| | Pl 10: Number of virtual classrooms created and operationalized | Dept. Head & Faculty | 10 | 380.00% | 38/10 | 5.0 | 5.0 | 5.0 | 5.0 | AMM-2, JCE-4, HVO-4, KMR-4, SAC-5, RDP-1, EOB-2, DNM-3, RMM-2, DMG-4, RJPD-3, HRM-1 | |
| | PI 11: Additional Outputs | Dept. Head & Faculty | | | | | | | - | | |
| | Number of workshops attended related to instruction | Dept. Head & Faculty | | | Temperatural de la constanta de la computaçõe de la computaçõe de la computaçõe de la computaçõe de la computa | | | | | | |
| | Number of syllabus made/revised | Dept. Head & Faculty | 5 | 360.00% | 18/5 | 5.0 | 5.0 | 4.0 | 4.7 | | |
| MFO: | 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% |
| | PI 2. Number of research outputs completed/conducted within the year * | Dept. Head & Faculty | 10 | 260.00% | 26/10 | 5.0 | 5.0 | 4.0 | 4.7 | Please see attached list | 2% |

| | | | | | | | | | | · | |
|----------------------------|--|--|---|---------|--|-----|-----|-----|-----|--|-------|
| | PI 3. Percentage of research outputs published in internationally- referred or CHED recognized journal within the year (2%) * | Dept. Head & Faculty | 4 | 100.00% | 4/4 | 5.0 | 5.0 | 5.0 | 5.0 | Please see attached list | |
| | In refereed int'l journals | | | | | | | | | | 1.50 |
| eri armeeji hissoora armee | In refereed nat'l/regional journals | | | | | 1 | | | | | 0.50 |
| | PI 4. Number of research outputs presented in regional/national/int'l fora/conferences * | Dept. Head & Faculty | | | | | | | | | |
| | In int'l fora/conferences | | | | | | | | | | 1.50 |
| | In nat'l/regional fora/conferences | JGB et.al./HRM et .al. | | | | | | | | | 0.509 |
| | In institutional conferences/forum | AMM, SAC, FOP, RMRM, JCE, JGB, BSB, ARRF | | | | | | | | | |
| | PI 5. Percent of research proposals approved * | Dept. Head & Faculty | | | | | | | | | 0.5 |
| | PI 6. Additional outputs* | Dept. Head & Faculty | | | | | | | | | |
| | No. of research-related awards (research conducted by faculty or student w/ faculty) | BS Belonias, AMMazo, EKLSerino, JZBitacura, ARRFiandez | 0 | 1.00 | 100 | 5.0 | 5.0 | 5.0 | 5.0 | Research awarded as Best RDE Poster (4th Place) during the 33rd Joint ViCARP and RRDEN Regional Research, Development, Extension and Innovation Symposium (Biological Characteriszation of Sibugay River, Albuera, Leyte | 1.509 |
| MFO 4 | EXTENSION SERVICES (10%) | | | | | | | | | | |
| | PI1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities * | Extension component leaders | 2 | 2.00 | 4/2 | 5.0 | 5.0 | 5.0 | 5.0 | DENR, BFAR, LGU-5th district of Lyete, PASAR | 2.0% |
| | PI 2. Number of trainees weighted by the length of training * | Dept. Head & Faculty | | | omalni siya an malari adindar sibila da dakira | | | | | | 2% |

| - | PI 3. Number of extension programs organized and supported | | | 1 | T - | T | Т | Т | T | T | T |
|------------------------|--|-------------------------|--|---------|----------|-----|-----|-----|-----|--|--------|
| | consistent with the SUC's mandated and priority programs * | Dept. Head & Faculty | | | | | | | | | 2% |
| | 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 | | | | | | | | | 1% |
| | PI 5. Number of technical/expert services * | Dept. Head & Faculty | | | | | | | | | 1% |
| inches and against the | Research Mentoring | | | | | | | | | | 1. |
| | Peer reviewers/Panelists | | | | | | | | | | 1 |
| | Resource Persons | | | | | | | | | | 1 |
| | Convenor/Organizer | | White spice or provide a literature of the spice of the s | | | T | | | | | 1 |
| | Consultancy | Faculty | 1 | 100% | 1/1 | 1 | | | | Engagement with DENR Region | 1 |
| | Evaluator | | | | | | | | | | 1 |
| | PI 8. Percent of extension proposals approved * | Dept. Head & Faculty | | | | | | | | | 0.5% |
| | PI 11. Additional outputs * | Dept. Head & Faculty | | | | | | | | | |
| | No. of extension-related awards (extn. conducted by faculty or student & faculty) * | | | | | | | | | | 1.5% |
| AFO | Support to Operations | | MM (control or guaration) on the social di | | | | | | | | |
| - | OVPI MFO 1. Faculty Development Services | | | | | | | | | | + |
| | PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted * | SAC, RDP, CCB, BLAR | 4 | 100.00% | 4/4 | 5.0 | 5.0 | 4.0 | 4.7 | | 0.625 |
| - | OVPI MFO 2. Faculty Recruitment/Hiring Services | | P | | | | | | - | | 1 |
| | PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards * | Dept. Head & Faculty | 5 | 1.20 | 6 over 5 | 5.0 | 5.0 | 5.0 | 5.0 | | 0.1259 |
| | OVPI MFO 3. Faculty Evaluation Services | | | | | | | | | The control of the co | T |
| - | PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university * | Dept. Head & Faculty | | | | | | | | | 0.25% |

| PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university * | Dept. Head & Faculty | | | | | | | | ų. | 0.25% |
|---|----------------------------------|---|---------|--------|-----|-----|-----|-----|---|-------|
| PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated * | Dept. Head & Faculty | 85 | 118.00% | 100/85 | 5.0 | 5.0 | 5.0 | 5.0 | | 0.75% |
| PI6: Number of in-house seminars/trainings/ workshops/reviews conducted * | Dept. Head & Faculty | | | | | | | | | 0.259 |
| PI 7 : Additional outputs * | Dept. Head & Faculty | | | | | | | | | |
| Number of faculty/staff awards/honors received related to operations support | | | | | | | | | | 0.25% |
| 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 | 0 | 100.00% | 0 | 5.0 | 5.0 | 5.0 | 5.0 | Zero non-conformity (No NC) | 2.50% |
| MFO General Admin. & Support Services (GASS) | | an year and a second | | | | | | | | |
| PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC* | Dept. Head | 1 | 2.00 | | | | | | July-December accomplishment | 1% |
| PI 2. Zero percent complaint from clients served | Dept. Head & all faculty & staff | | | | | | | | | 2% |
| PI 3. Number of coaching sessions among faculty & staff** | Dept. Head | 1 | 1.00 | | | | | | | |
| PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets** | Dept. Head | 1 | 100.00% | 1/1 | 5.0 | 5.0 | 5.0 | 5.0 | | |
| PI 5. Number of monthly/special faculty & staff meetings conducted** | Dept. Head | . 6 | 167.00% | 10/6 | 5.0 | 5.0 | 5.0 | 5.0 | Conducted regular monthly meeting and special meetings | |
| 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 * | | | | | | | | | explain here briefly why consider said department practice can be considered as a best practice | 2% |

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| Total Over-all Rating | 142.000 | 4. 1 |
|-----------------------|-------------|------|
| Average Rating | 4.897 | |
| Adjectival Rating | Outstanding | |

Received by

Calibrated by:

Recommending Approval:

DANIEL LESLIE S. TAN

Planning Office Date:

Chairman, PMT Date: FEB 1 6 2022

Vice Pres for Academic Affairs Date: 2 15 72

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