



DEPARTMENT OF HORTICULTURE

COLLEGE OF AGRICULTURE AND FOOD SCIENCE

VISAYAS STATE UNIVERSITY

I, ROSARIO A. SALAS, Head of the Department of Department of Horticulture, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with measures for the period January -June 2023.

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

ROSARIO A. SALAS

Department Head

Date:

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):			Total FTE (1x2)	RDE Commitments***				
Personnel	Number	Min. FTE (2)		Research	Publication	Extension		
Department Head	-	0	36.6	7.0	1	2		
Faculty w/ Univ. Designated Position	-	0	14	1.0	1	0		
Regular Faculty (VSL)*	-	0	230.2	9.0	2	1		
Regular Faculty (TLS)*	-	0	#VALUE!	0.0	0	0		
Part time Faculty/AFFILIATE	-	0	128.5	0.0	0	0		
Admin Staff Members		0	35.1					
	-		4.4.4	470	Λ	3		

Rating Equivalents: 5 - Outstanding 4 - Very Satisfactory

3 - Satisfactory

2 - Fair

1 - Poor

Note:

** 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)

					Units/Persons Responsible		Ac	tual	Rating					
MFO No.			Success/Performance Indicator (PI)				% Accom-	Details of Accom- plishment s	ality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
MFO 1	ADVANCED EDUCATION SERVICES (20%)		TION SERVICES (20%)											
	OVPI MFO 1. Graduate Degree Program Management Services													
	1	PI 1. Percent	age of graduate school faculty engaged in k applied in any of the following:		Dept. Head & Faculty									

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

pursuing advanced research degree program 4 2 2.00 4 4 4 a. (Ph.D) * actively pursuing in the last three (3) years (investigative research, basic and applied 5 5 5 5 7 10.00 scientific research, policy research social science research) producing technologies for commercialization 4 1 1.00 4 C. or livelihood improvement whose research resulted in an extension 4 4 1 1.00 OVPI MFO 2. Graduate Student Management Services PI 1: Percentage of graduate students enrolled in research degree 5 5 5 5 50.00% 100.00% Dept. Head & Faculty programs * AACCUP 5 5 5 5 PI 2: Percentage of accredited graduate programs * 50.00% 100.00% Dept. Head & Faculty PI 3: Number of graduate degree specializations offered and 4 4 2 2.00 4 Dept. Head & Faculty monitored * PI 4: Total FTE coordinated, implemented & monitored* 40 28.66 4 4 4 4 Dept. Head & Faculty PI 5: Percentage increase in number of graduate students enrolled * 5 5 5 5 5.00% 5.00% Dept. Head & Faculty PI 6: Percentage increase in number of students who graduated 1% 2.00% 5 5 5 5 within prescribed period * Dept. Head & Faculty 5 5 PI 7: Number of graduate students awarded with honors/distinction * 1 3.00 5 5 Dept. Head & Faculty PI 8: Number of graduate students advised * 4 4 32 32.00 Dept. Head & Faculty PI 9: Number of instructional materials developed * Dept. Head & Faculty Faculty On-line ready courseware 5 5.00 5 5 5 5 5.00 5 5 5 Flexible instructional materials Faculty 5 5 5 5 5 Assessment tools Faculty

	PI 10: Number of virtual classrooms created and operationalized			5	5	5	5	5	
		Dept. Head & Faculty					-		
MFO 2	HIGHER EDUCATION SERVICES (50%)	10.17							
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	60%						
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	82%						
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty							
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	BSA- 100%	100%	5	5	5	5	
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	250	267.92	5	5	5	5	
	PI 8: Number of students advised: *	Dept. Head & Faculty							
	On thesis/ field practice/special problem		80	120.00	5	5	5	5	
	No. of approved manuscript submitted within prescribed period		40.00	8.00	4	4	4	4	
	On consultation		100	120.00	5	5	5	5	
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty	1	1.00	4	4	4	4	
	Student organizations advised		1	1.00	4	4	4	4	
	Student organizations assisted on student related activities		1	1.00	4	4	4	4	
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty							
	On-line ready courseware	Faculty		7.00	5	5	5	5	
	Flexible instructional materials	Faculty		7.00	5	5	5	5	

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	Assessment tools	Faculty		15.00		5	5	5	5	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty								
	PI 11: Additional Outputs	Dept. Head & Faculty								
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	2.00		4	4	4	4	
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1	1.00		4	4	4	4	
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *		2	3.00		5	5	5	5	
	In refereed int'l journals									

	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty							
	In int'l fora/conferences		2	3.00	5	5	5	5	
100.0	In nat'l/regional fora/conferences		1	1.00	4	4	4	4	
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	1	2	5	5	5	5	
	PI 6. Additional outputs*	Dept. Head & Faculty							
	No. of research-related awards (research conducted by faculty or student w/ faculty)			27.00	5	5	5	5	
MFO 4	EXTENSION SERVICES (10%)								
and the second second second	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Dept. Head & Faculty	5	6	5	5	5	5	
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	300	483.75					
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	2	2	4	4	4	4	
	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	80%	100%	5	5	5	5	
	PI 5. Number of technical/expert services *	Dept. Head & Faculty							
	Research Mentoring		12	12	4	4	4	4	
	Peer reviewers/Panelists		3	4	5	5	5	5	
	Resource Persons		5	6	5	5	5	5	
	Convenor/Organizer			1	5	5	5	5	
	Consultancy			1	5	5	5	5	
	Evaluator			3	5	5	5	5	
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty							

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	PI 11. Additional outputs *	Dept. Head & Faculty			5	5	5	5	VSU flower and garden show	
	*Flower and Garden Show		1	1	4	4	4	4		
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	3	2.00	4	4	4	4	ADValida; BEBancale; RDTroyo	
	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	2	2.00	4	4	4	4	Part- Time and Regular	
	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	100%		5	5	5	5		
	P16 : 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			5	5	5	5	Zero non-conformity (No NC)	
MFO 6	General Admin. & Support Services (GASS)	Dept. nead & raculty			H					
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head	4	5.00	5	5	5	5		

	PI 2. Zer	o percent cor	nplaint from clients served	Dept. Head & all faculty & staff	0	0.00%	5	5	5	5	
	PI 3. Nur	mber of coach	ning sessions among faculty & staff**	Dept. Head	2	3.00	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	4	2.00	4	4	4	4		
	PI 5. Nur	mber of mont	hly/special faculty & staff meetings conducted**	Dept. Head	7	6.00	4	4	4	4	
	PI 3: Additional Outputs Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *		Dept. Head & all faculty & staff								
Total Over-	all Rating	g							0.000		
Average Ra	ating						4.237				
Adjectival F	Rating										

Received by:	Calibrated by:
TONI MARC L. DARGANTES	DANIEL LESLIE S. TAN
Planning Office	Chairman, PMT

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

Comments & Recommendations for Development purposes