



ETMENT OF HORTICULTURE GE OF AGRICULTURE AND FOOD SCIENCE **VISAYAS STATE UNIVERSITY**

VICTOR B. ASIO

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

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 the indigated measures for the period January - June 2022.

ROSARIO A. SALAS

Department Head

TOTAL

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

RDE Commitments*** Total FTE (1x2) Research Publication Extension Min. FTE (2) Personnel Department Head 36.6 7.0 Faculty w/ Univ. Designated Position 14 1.0 0 Regular Faculty (VSL)* 230.2 9.0 2 0 **#VALUE!** 0.0 Regular Faculty (TLS)* Part time Faculty/AFFILIATE 0 128.5 0.0 Admin Staff Members 35.1 444 17.0 4 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)

						Actual			-	Rating		Remark (Details of the targetted outputs indicators with *)	% weight	
MFO No.	Success/Performance Indicator (PI)			Units/Persons Responsible	Department Target	% Accomplishment	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average			
MFO 1	ADVA	NCED EDUC	CATION SERVICES (20%)											
	OVPI	MFO 1. Gr	aduate Degree Program Management Services	5										
	1		entage of graduate school faculty engaged in ork applied in any of the following:		Dept. Head & Faculty									2
		a.	pursuing advanced research degree program (Ph.D) *			2	100%	2	4	4	4	4		

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

	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		7	100%	7	4	4	4	4		
	c.	producing technologies for commercialization or livelihood improvement		1	100%	1	4	4	4	4		
	d.	whose research resulted in an extension program		1	100%	1	4	4	4	4		
ov	/PI MFO 2. (Graduate Student Management Services										
	1: Percentag	ge of graduate students enrolled in research degree	Dept. Head & Faculty	50.00%	100.00%	2	5	5	5	5		
PI :	2: Percentag	e of accredited graduate programs *	Dept. Head & Faculty	50.00%	100.00%	2	5	5	5	5	AACCUP	
mo	onitored *	of graduate degree specializations offered and	Dept. Head & Faculty	2	100%	2	4	4	4	4		
PI	4: Total FTE	E coordinated, implemented & monitored*	Dept. Head & Faculty	50	58%	29	4	4	4	4		
PI S	5: Percentaç	ge increase in number of graduate students enrolled	Dept. Head & Faculty	5.00%		45	5	5	5	5		
	6: Percentaç thin prescribe	ge increase in number of students who graduated ad period *	Dept. Head & Faculty	1%								
	7: Number of nors/distinction	of graduate students awarded with on *	Dept. Head & Faculty	1		0						
PI 8	8: Number o	of graduate students advised *	Dept. Head & Faculty	32	140%	45	5	5	5	5		
PIS	9: Number of	f instructional materials developed *	Dept. Head & Faculty								HORT 216,304, 306	
(On-line ready	y courseware	Faculty	3 subjects							HORT 216, 304, 306,273,209,252,and 299	
F	Flexible instru	uctional materials	Faculty	3 subjects	100%	3 subjects	4	4	4	4	HORT 216, 304, 306,273,209,252,and 299	
A	Assessment to	ools	Faculty	3 subjects	166%	5 subjects	5	5	5	5		
PI 1	10: Number of	of virtual classrooms created and operationalized	Dept. Head & Faculty	5 classroom								
2 HIG	GHER EDUC	ATION SERVICES (50%)								(i		

PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	60%			1					
PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	1	88%	82	5	5	5	5		
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%	BSA- Horticulture	4	4	4	4		
PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	289	76%	220	4	4	4	4		
PI 8: Number of students advised: *	Dept. Head & Faculty									
On thesis/ field practice/special problem		80	206%	165.00	5	5	5	5		
No. of approved manuscript submitted within prescribed period		45.00								
On consultation		100	206%	165	5	5	5	5		
PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty	1	100%	1	4	4	4	4		
Student organizations advised		1	100%	1	4	4	4	4		
Student organizations assisted on student related activities		1	100%	1	4	4	4	4		
PI 10: Number of instructional materials developed *	Dept. Head & Faculty									
On-line ready courseware	Faculty	5 subjects	100%	4	4	4	4	4	Cpsc 22, Agsc 111, Hort 110n,Hort 22, Hort 111, Hort 121, Hort 199C, Hort143, Hort 122, Hort144, Hort 199B	
Flexible instructional materials	Faculty	5 subjects	100%	5	4	4	4	4		
Assessment tools	Faculty	10	100%	100	5	5	5	5		
PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	5 classroom	200%	10	5	5	5	5		
PI 11: Additional Outputs	Dept. Head & Faculty									

3	RESEARCH SERVICES (10%)					1				
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty	2	100%	2	4	4	4	4	
	P1 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1						,	
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	CCA, MMB,MBD,ZCG,RAS, ADV								
			6	33%	2	4	4	4	4	
	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							
_	In nat'l/regional fora/conferences		1			-				
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	1							

	PI 6. Additional outputs*	Dept. Head & Faculty				1	0				
	No. of research-related awards (research conducted by faculty or student w/ faculty)										
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	5	140%	7	5	5	5	5		
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	300	100%	300	4	4	4	4		
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	2	100%	2	4	4	4	4		
11000	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%								
	PI 5. Number of technical/expert services *	Dept. Head & Faculty									
	Research Mentoring		12	100%	150	5	5	5	5		
	Peer reviewers/Panelists		3	33%	1	4	4	4	4	ADR, RDT, CCA	
	Resource Persons		5	220%	11	5	5	5	5	ADR, ZCG, RAS, RDT, DPL, GEB	
	Convenor/Organizer										
	Consultancy										
	Evaluator										
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty									
7	PI 11. Additional outputs *	Dept. Head & Faculty								VSU flower and garden show	
	*Flower and Garden Show		1	100%	1	4	4	4	4	ADR(2), ZCG (3), RAS (3)	
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	100%	3	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	1	200%	2	5		5	5	Part- Time	
	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%	100%	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								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	4	100%	4	4	4	4	4		
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff									
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	2	500%	5	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	500%	5	5	5	5	5		
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	7	900%	9	5	5	5	5		
	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 *										

Total Over-all Rating	178.000	
Average Rating	4.450	
Adjectival Rating	Outstanding	

Received by:

TONI MARC L. DARGANTES

Planning Office Date: 7/7/2000 DANIEL LESLIE S. TAN

Chairman, PMT Date: JUL 2 2 2022

OCPresident Date: 7/25/w

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