# VISAYAS STATE UNIVERSITY

## OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, ELVIRA L. OCLARIT, Head of the Department of PEST MANAGEMENT, 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
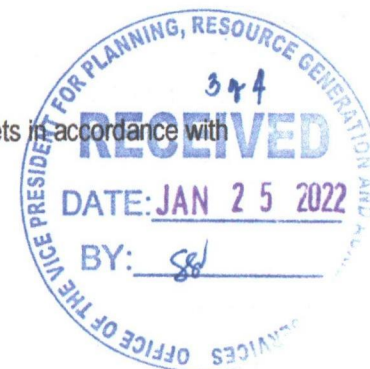
**ELVIRA L. OCLARIT**
Department Head
Date: January 6, 2022

**VICTOR B. ASIO**
College Dean
Date: Jan 7, 2022

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):    *Total FTE (1x2*    RDE Commitments***

| Personnel | N u | Min. FTE (2) | | Research | Publication | Extension |
|---|---|---|---|---|---|---|
| Department Head | - | 0 | #VALUE! | 0% | 0 | 0 |
| Faculty w/ Univ. Designated Position | - | 0 | #VALUE! | 0% | 0 | 0 |
| Regular Faculty (VSL)* | - | 0 | #VALUE! | 200% | 1 | 1 |
| Regular Faculty (TLS)* | - | 0 | #VALUE! | 0% | 0 | 0 |
| Part time Faculty | - | 0 | #VALUE! | 0% | 0 | 0 |
| Admin Staff Members | - | 0 | | | | |
| TOTAL: | | | | 200% | 1 | 1 |

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

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) * | | 20% | 50% | 250% | 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) | | 50% | 100% | 200% | 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** | | | | | | | | | |
| | | | **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 | 4 | 100% | 5 | 5 | 5 | 5.0 | |
| | | | **PI 4:**  Total FTE coordinated, implemented & monitored* | Dept. Head & Faculty | 5 | 26.89 | 537.8% | 5 | 5 | 5 | 5.0 | |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **PI 5:** Percentage increase in number of graduate students enrolled * | Dept. Head & Faculty | 20% | 50% | 250% | 5 | 5 | 5 | 5.0 | |
| | **PI 6:** Percentage increase in number of students who graduated within prescribed period * | Dept. Head & Faculty | | | | | | | | |
| | **PI 7:** Number of graduate students awarded with honors/distinction * | Dept. Head & Faculty | | | | | | | | |
| | **PI 8:** Number of graduate students advised * | Dept. Head & Faculty | 5 | 7 | 140% | 5 | 5 | 5 | 5.0 | |
| | **PI 9:** Number of instructional materials developed * | Dept. Head & Faculty | | | | | | | | |
| | On-line ready courseware | | 3 | 3 | 100% | 5 | 5 | 5 | 5.0 | |
| | Flexible instructional materials | | 5 | 7 | 140% | 5 | 5 | 5 | 5.0 | |
| | Assessment tools | | 10 | 11 | 110% | 5 | 5 | 5 | 5.0 | |
| | **PI 10:** Number of virtual classrooms created and operationalized | | 3 | 5 | 166.70% | 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 | — | 67% | 670% | 5 | 5 | 5 | 5.0 | |
| | **PI 2.** Percentage of graduates (2 years prior) that are employed * | Dept. Head & Faculty | 30% | 52% | 175% | 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 | 45 | 300.0 | 666.70% | 5 | 5 | 5 | 5.0 | |
| | **PI 8:** Number of students advised: * | Dept. Head & Faculty | | | | | | | | |
| | *On thesis/ field practice/special problem* | | 10 | 11 | 110% | 5 | 5 | 5 | 5.0 | The rest of the target are already accomplished (Jan-June) |

| MFO | Performance Indicator | Responsible | Target | Actual | % | Q | E | T | Average | Remarks |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. of approved manuscript submitted within prescribed period | | 5 | 6 | 120% | 5 | 4 | 5 | 4.67 | |
| | On consultation | | 40 | 303 | 757.5% | 5 | 5 | 5 | 5.0 | |
| | PI 9: Number of student organizations advised/ assisted * | Dept. Head & Faculty | | | | | | | | |
| | Student organizations advised | | 1 | 1% | 100% | 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 | 4 | 9 | 225% | 5 | 5 | 5 | 5.0 | |
| | Flexible instructional materials | Dept. Head & Faculty | 10 | 76 | 760% | 5 | 5 | 5 | 5.0 | |
| | Assessment tools | Dept. Head & Faculty | 30 | 64 | 640% | 5 | 5 | 5 | 5.0 | |
| | PI 10: Number of virtual classrooms created and operationalized | Dept. Head & Faculty | 4 | 17 | 425% | 5 | 5 | 5 | 5.0 | |
| | PI 11: Additional Outputs | Dept. Head & Faculty | 2 | 7 | 350% | 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 | 1 | 50% | 5 | 5 | 5 | 5.0 | 100% was accomplished on Jan-June |
| | PI 2. Number of research outputs completed within the year * | Dept. Head & Faculty | | | | | | | | |
| | 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 | 2% | 100% | 5 | 5 | 5 | 5.0 | |

| MFO | Indicator | Responsible | Target | Accomplishment | Percentage | | | | Average | Remarks |
|---|---|---|---|---|---|---|---|---|---|---|
| | *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* | | | | | | | | | |
| | *In nat'l/regional fora/conferences* | | 2* | | | | | | | |
| | **PI 5.** Percent of research proposals approved * | Dept. Head & Faculty | 1%* | | | | | | | 100% accomplsihed on Jan-June 2021 |
| | **PI 6.** Additional outputs* | Dept. Head & Faculty | 1* | | | | | | | 100% accomplsihed on Jan-June 2021 |
| | 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 | 1* | | | | | | | 100% accomplsihed on Jan-June |
| | **PI 2.** Number of trainees weighted by the length of training * | Dept. Head & Faculty | 5* | 1 | 20% | 5 | 5 | 5 | 5.0 | more than 100% accomplished on Jan-June |
| | **PI 3.** Number of extension programs organized and supported consistent with the SUC's mandated and | Dept. Head & Faculty | 1 | 2 | 200% | 5 | 5 | 5 | 5.0 | |
| | **PI 4.** Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or | Dept. Head & Faculty | 75%* | 100% | 133.3% | 5 | 5 | 5 | 5.0 | more than 100% accomplished on Jan-June |
| | **PI 5.** *Number of technical/expert services* * | Dept. Head & Faculty | | | | | | | | |
| | *Research Mentoring* | | | | | | | | | |
| | *Peer reviewers/Panelists* | | 1 | 3 | 300% | 5 | 5 | 5 | 5.0 | |
| | *Resource Persons* | | 3* | 2 | 66.67% | 5 | 5 | 5 | 5.0 | the rest of the target are already accomplished (Jan-June) |
| | *Convenor/Organizer* | | | | | | | | | |
| | *Consultancy* | | 2 | 4 | 200% | 5 | 5 | 5 | 5.0 | |
| | *Evaluator* | | | | | | | | | |

| | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | PI 8. Percent of extension proposals approved * | Dept. Head & Faculty | | | | | | | | |
| | PI 11. Additional outputs * | Dept. Head & Faculty | – | 3 | | 5 | 5 | 5 | 5.0 | |
| | No. of extension-related awards (extn. conducted by faculty or student & faculty) * | | | | | | | | | |
| | Other outputs implementing the new normal due to covid 19 | | – | 6 | 100% | 5 | 5 | 5 | 5.0 | |
| **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 | 2* | 1 | 100% | 5 | 5 | 5 | 5.0 | 100% accomplished on Jan-June |
| | **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 | 3 | 300% | 5 | 5 | 5 | 5.0 | |
| | **OVPI MFO 3. Faculty Evaluation Services** | | | | | | | | | |
| | PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire | 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 | Dept. Head & Faculty | 50% | 100% | 200% | 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 | | 2 | 200% | 5 | 5 | 5 | 5.0 | |
| | 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 | |
| **MFO 6** | **General Admin. & Support Services** | | | | | | | | | |
| | 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 | 6 | 120% | 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 | 5 | 5 | 100% | 5 | 5 | 5 | 5.0 | |
| | PI 5. Number of monthly/special faculty & staff meetings conducted** | Dept. Head | 5* | 4 | 80% | 5 | 5 | 5 | 5.0 | the rest of the target are already accomplished (Jan-June) |
| | 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 * | | 1 | 4 | 400% | 5 | 5 | 5 | 5.0 | * adapted flexible learning; continue monitoring of students through virtual consultation; collaboration of the department with some municipalities to assist the conduct of students research; Invited speakers to conduct lectures to augment knowledge of students on actual feild situations. |
| | | | | | | 235 | 234 | 235 | 234.67 | |
| Total Over-all Rating | | | | | | | | | | |

| | | | 4.99 | |
|---|---|---|---|---|
| Average Rating | | | | |
| Adjectival Rating | | | OUTSTANDING | |

Received by:

DILBERTO O. FERRAREN, PhD
Planning Office
Date: _25 Jan 2022_

Calibrated by:

DANIEL LESLIE S. TAN
Chairman, PMT
Date: _1/18/22_

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Academic Affairs
Date: _1/10/22_

Approved:

EDGARDO E. TULIN
President
Date: _1/24/22_

\*  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