VISAYAS STATE UNIVERSITY

DEPARTMENT OF AGRICULTURAL AND BIOSYSTEMS ENGINEERING
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OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **ELDON P. DE PADUA**, Head of the Department of Agricultural and Biosystems Engineering, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January - December 2021.

ELDON P. DE PADUA
Department Head
Date: 21-01-22

JANNET C. BENCURE
College Dean
Date: 24/01/2022

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

Personnel	Number	Min. FTE (2)	Total FTE (1x)	Research	Publication	Extension
Department Head	1	4.0	4.0	0.0	0	0
Faculty w/ Univ. Designated Position	3	2.5	7.5	0.0	0	0
Regular Faculty (VSL)*	3	12.0	36.0	2.0	1	1
Regular Faculty (TLS)*	6	18.0	108.0	0.0	0	0
Part time Faculty	0	10.0	0.0	0.0	0	0
Admin Staff Members	2	0.0	0.0			
TOTAL			156	2.0	1	1

RDE Commitments***

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 outputs indicators with *)	% weight
				% Accomplishment as of Dec. 31, 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
MFO 1	**ADVANCED EDUCATION SERVICES (20%)**										
	OVPAA MFO 1. Graduate Degree Program Management Services										

MFO No.		Success/Performance Indicator (PI)		Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
						% Accomplishment as of Dec. 31, 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
1		**PI 1.** Percentage of graduate school faculty engaged in research work applied in any of the following:		Dept. Head & Faculty									4%
		a.	pursuing advanced research degree program (Ph.D) *										
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)			100%	2	5	5	5	5	Roberto C. Guarte and Arthur I. Tambong	
		c.	producing technologies for commercialization or livelihood improvement			100%	1	5	5	5	5	Roberto C. Guarte	
		d.	whose research resulted in an extension program			100%	1	5	5	5	5	Roberto C. Guarte	
OVPAA MFO 2. Graduate Student Management Services													
		PI 1: Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty									2%
		PI 2: Percentage of accredited graduate programs *		Dept. Head & Faculty									2%
		PI 3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty	1	100%	1	5	5	5	5	MSAE only graduate degree is being offered by the Department during this period	2%
		PI 4: Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty									2%
		PI 5: Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty									2%
		PI 6: Percentage increase in number of students who graduated within prescribed period *		Dept. Head & Faculty									2%
		PI 7: Number of graduate students awarded with honors/distinction *		Dept. Head & Faculty									2%
		PI 8: Number of graduate students advised *		Dept. Head & Faculty									2%

MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Departme nt Target	Actual Accomplishments			Rating				Remark (Details of the targetted outputs indicators with *)	% weight
					% Accomplishment as of Dec. 31, 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average			
	PI 9: Number of instructional materials developed *		Dept. Head & Faculty										
	On-line ready courseware												
	Flexible instructional materials												
	Assessment tools												
	PI 10: Number of virtual classrooms created and operationalized												
MFO 2	HIGHER EDUCATION SERVICES (50%)												
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		Dept. Head & Faculty	61%	68%	41.67%	5	5	5	5.00		9 out of 18 takers pass the board exam	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	85%	67%	57%	4	5	4	4.33		Based on the result of the onlie survey	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		Dept. Head & Faculty	100%	100%	100%	4	5	4	4.33			2.5%
	PI 4. Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty	100%	100%	100%	5	5	5	5		BSAE to be changed BSABE	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored		Faculty	400	164%	657.45	4	5	5	4.67			20%
	PI 8: Number of students advised: *		Dept. Head & Faculty										
	On thesis/ field practice/special problem			5	160%	8	5	5	4	4.67			1%
	No. of approved manuscript submitted within prescribed period			5									1%
	On consultation			5	520%	26	5	5	5	5.00		BSAE Students	0.5%
	PI 9: Number of student organizations advised/ assisted *		Dept. Head & Faculty										
	Student organizations advised			1	200%	2	4	5	4	4.33		PSABE-VSUSC; CET-SSC student organizations are being advised by the departments's faculty	1.3%
	Student organizations assisted on student related			1	100%	1	4	4	4	4.00		CET-SSC in GIS Webinar	1.3%
	PI 10: Number of instructional materials developed *		Dept. Head & Faculty										10%
	On-line ready courseware		Faculty	16	100%	30	5	4	4	4.33		ABEn 154 (RCG); ABEn 152, ESci	

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	% Accomplishment as of Dec. 31, 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	Flexible instructional materials	Dept. Head & Faculty	16	700%	112	5	4	5	4.67	Recorded/Lecture videos, Power point presentation	
	Assessment tools	Faculty	41	763%	313	5	4	4	4.33	Exams, Quizzes and Problem Sets	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	18	100%	28	5	4	4	4.33		
	PI 11: Additional Outputs: Educational Youtube Channels	Dept. Head & Faculty		1.00	2	5	4	5	4.67	Educational Youtube Channels	
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	150%	3	5	4	5	4.67	1) Hydraulic ram pump demo unit; 2) Evaporative Cooling system demo unit; 3) Biliran hydropower Potential Assessment	2%
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1								2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty			1	5	5	4	4.67	Development of a local unmanned aerial vehicle (UAV) pesticide sprayer for rice production system in the Philippines	
	In refereed int'l journals				1	5	5	4	4.67	Development of a local unmanned aerial vehicle (UAV)	1.5%
	In refereed nat'l/regional journals										0.5%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty									
	In int'l fora/conferences				3	5	5	4	4.67	EPD:Development of a local unmanned aerial vehicle (UAV) pesticide sprayer for	1.5%
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	100%	100%	100%	5	5	5	5	Futures Thinking (Establishment of Baseline Information for	0.5%
	PI 6. Additional outputs*	Dept. Head & Faculty									
	No. of research-related awards (research conducted by faculty or student w/ faculty)										1.5%
MFO 4	EXTENSION SERVICES (10%)										

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Departme nt Target	Actual Accomplishments		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
				% Accom- plishment as of Dec. 31, 2021	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average		
	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	180%	9	5	5	5	5	BAFE-EPSD, BAFE-FMRNP, DA-BAFS, BFAR, DA-ACEP, DA-RAED Region 7, DOST, DBSN Forms, DACASA	2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	100	180%	180	5	5	5	5	BFAR National Online FS Training (Feb 2021, 70 hours, 84 participants, with BAFE-VSU MOA), BFAR National Online FS Training (June 2021, 70 hours, 94 participants, with BFAR-VSU	2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1	200%	2	5	5	5	5	National Online FS Training Series, DA-BAFE FMRNP	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	100%	100%	100%	5	5	5	5	BFAR National Online FS Training (Feb 2021), BFAR National Online FS Training (June 2021)	1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty									1%
	Research Mentoring		1								
	Peer reviewers/Panelists				1	5	5	5	5	Science and Humanities Journal	
	Resource Persons		2	150%	6	5	5	5	5	Tambong - during the BFAR National Online FS Training (Feb 2021), Tambong - during the BFAR National Online FS Training (June 2021), Guarte - SHER-TREE Series of Activities	
	Convenor/Organizer		1								
	Consultancy		1	100%	2	5	5	5	5	Tambong - Kurin Waste Management Co., Mandaue City; BAFE-Manila	
	Evaluator		0		1	5	5	5	5	NAFIAT	
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty			100%	5	5	5	5	National Online FS Training Series	0.5%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	% Accomplishment as of Dec. 31, 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	PI 11. Additional outputs *	Dept. Head & Faculty									
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *										1.5%
	Other outputs implementing the new normal due to covid 19				3	5	5	5	5	Thee (3) Online Feasibility Study Trainings - National Coverage, NCR and 16 regions involved	
MFO 5	**Support to Operations**										
	OVPAA MFO 1. Faculty Development Services										
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty									0.6%
	PI 1.1: Number of faculty pursuing advanced research degree programs (MS) facilitates, monitored and assested*	Dept. Head & Faculty	3	100%	3	5	5	5	5	Engr. Jessie James D. Layan, Feliciano L. Sinon Jr., and Engr. Triana F. Soroño	
	PI 1.2: Number of faculty who finished advanced degree program on time	Dept. Head & Faculty									
	PI 2: Number of faculty granted with external scholarships	Dept. Head & Faculty	2	50%	2	5	5	5	5	Engr. Jessie James D. Layan, Feliciano L. Sinon Jr.	
	PI 3: Number of faculty granted with internal fellowship grants	Dept. Head & Faculty	1	100%	1	5	5	5	5	Engr. Triana F. Soroño	
	PI 4: Number of faculty granted with sabbatical leave	Dept. Head & Faculty			1	5	5	5	5	Prof. Manolo B. Loreto Jr.	

MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
					% Accomplishment as of Dec. 31, 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 4: Number of faculty sent for training, seminars, conferences		Dept. Head & Faculty	6	117%	7	5	5	5	5	Engr. Eldon P. De Padua, Prof. Manuel E. Casangcapan, Engr. Ma. Grace C. Sumaria, Ruel C. Lamberte and Jucel Marie T. Guatlo, Gerald D. Ompod, Argie Bucal	
	OVPAA 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			5	5	5	5	5	Engr. JMT Guatlo, Engr. GD Ompod, Engr. RC Lamberte, AR	0.1%
	OVPAA MFO 3. Faculty Evaluation Services											
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *		Dept. Head & Faculty									0.3%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the		Dept. Head & Faculty			2	5	5	5	5	FS Preperation-Visayas; FS Preparation- Mindanao	0.3%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *		Dept. Head & Faculty	90%	89%	80%	4	5	5	4.67		0.8%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *		Dept. Head & Faculty									0.3%
	PI 7 : Additional outputs *		Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support											0.3%
	OVPAA 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	100%	100%	100%	5	5	5	5	Zero Non-conformity (No NC)	2.5%
MFO 6	**General Admin. & Support Services (GASS)**											

MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
					% Accomplishment as of Dec. 31, 2021	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	1	100%	1	5	4	5	4.67	Submitted before the deadline	1%
	PI 2. Zero percent complaint from clients served		Dept. Head & all faculty &	0	100%	0	5	5	5	5		2%
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	1	200%	2	5	5	5	5	Discuss ways to improve the execution of assigned	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	2	100%	2	5	5	5	5		
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	8	75%	12	5	4	5	4.67		
	PI 3: Additional Outputs		Dept. Head & all faculty &									
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *			90%	100%	90%	5	5	4	4.67	Observing 5S within the unit; Creation of Program Advisory Council; Creation of Special Guidlines for the Conduct of OJT; Acquisition of Free	2%
Total Over-all Rating						48	231.000					
Average Rating					1.59%		4.813					
Adjectival Rating							Outstanding					

Received by:

DILBERTO O. FERRAREN
Planning Office
Date:

Calibrated by:

DANIEL LESLIE S. TAN
Chairman, PMT
Date: 1/7/22

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Acad. Affairs
Date:

Approved:

EDGARDO E. TULIN
President
Date: 2/7/22

*   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