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 January - June, 2021

ELVIRA L. OCLARIT
Department Head
Date: 7/14/21

VICTOR B. ASIO
College Dean
Date: 7-21-2021

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2) Research	RDE Commitments*** 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

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												

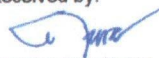|											
	1		**PI 1.** Percentage of graduate school faculty engaged in research work applied in any of the following:	Dept. Head & Faculty							
		a.	pursuing advanced research degree program (Ph.D) *		20%	50%	250%	5	5	5	5.0	
		b.	actively pursuing in the last three (3) years (investigative research, 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 Services										
	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	20.17	403.4%	5	5	5	5.0	
	PI 5: Percentage increase in number of graduate students enrolled *			Dept. Head & Faculty	20%							for July to December
	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	22	440%	5	5	5	5.0	
	PI 9: Number of instructional materials developed *			Dept. Head & Faculty								
			On-line ready courseware		3	15	500%	5	5	5	5.0	
			Flexible instructional materials		5	10	200%	5	5	5	5.0	
			Assessment tools		10	39	390%	5	5	5	5.0	
			PI 10: Number of virtual classrooms created and operationalized		3	8	266.67%	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								

Indicator	Responsible	Target	Accomplishment	%					Remarks
PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	30%							for july to December
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	86.3	191.78%	5	5	5	5.0	
PI 8: Number of students advised: *	Dept. Head & Faculty								
On thesis/ field practice/special problem		10	22	220%	5	5	5	5.0	
No. of approved manuscript submitted within prescribed period		5							for July to December
On consultation		40	397	992.5%	5	5	5	5.0	
PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty								
Student organizations advised		1							
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	11	275%	5	5	5	5.0	
Flexible instructional materials	Dept. Head & Faculty	10*	5	50%	5	4	5	4.67	the rest of the target will be accomplished on July to December
Assessment tools	Dept. Head & Faculty	30	69	230%	5	5	5	5.0	
PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	4	22	550%	5	5	5	5.0	
PI 11: Additional Outputs	Dept. Head & Faculty	2	11	550%	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	2	100%	5	5	5	5.0	.- Assessment of Pests and Diseases in NGP Reforestation and FLR Sites in Visayas, Philippines
PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty		2	200%	5	5	5	5.0	.-Knowledge and Capacity Building in Mushroom Production in Climate-Prone Local Communities in Eastern Visayas

MFO			Target	Accomplishment	%	Q	E	T	Ave.	Remarks
	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							
	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%	1%	100%	5	4	5	4.67	
	PI 6. Additional outputs*	Dept. Head & Faculty	1	1	100%	5	4	5	4.67	
	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	1	100%	5	4	5	4.67	
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	5	35	700%	5	5	5	5.0	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1	1	100%	5	4	5	4.67	
	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	75%	100%	133.3%	5	5	5	5.0	
	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	4	5	4.67	the rest of the target will be accomplished on July to December
	Convenor/Organizer									
	Consultancy		2							for July to December
	Evaluator									
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty								
	PI 11. Additional outputs *	Dept. Head & Faculty								
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *									

MFO	Indicator	Responsible	Target	Accomplishment	%	Q	E	T	Ave	Remarks
	Other outputs implementing the new normal due to covid 19		—	6	100%	5	5	5	5.0	
MFO 5	**Support to Operations**									
	CVPI MFO 1. Faculty Development Services									
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty	2	2	100%	5	5	5	5.0	
	CVPI 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							for July to December
	CVPI 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	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								
	Number of faculty/staff awards/honors received related to operations support									
	CVPI 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 (GASS)**									
	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	3	60%	5	4	5	4.67	the rest of the target will be accomplished on July to December
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	5	2	40%	5	4	5	4.67	the rest of the target will be accomplished on July to December

PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	5	2	40%	5	4	5	4.67	the rest of the target will be accomplished on July to December
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.
					205	196	205	202.03	

Total Over-all Rating	
Average Rating	4.93
Adjectival Rating	OUTSTANDING

Received by:

Planning Office
DILBERTO O. FERRAREN, PhD
Date: _____
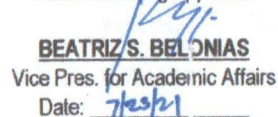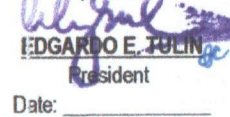
Calibrated by:

REMBERTO A. PATINDOL
Chairman, PMT
Date: 7/27/21

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Academic Affairs
Date: 7/23/21

Approved:

EDGARDO E. TULIN
President
Date: _____

*   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