



VISAYAS
STATE UNIVERSITY



Department of Animal Science
COLLEGE OF AGRICULTURE AND FOOD SCIENCE
VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, MANUEL D. GACUTAN JR., Head of the Department of Animal Science, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January-June 2023.

MANUEL D. GACUTAN JR

Department Head

Date: July 13, 2023

VICTOR B. ASIO

College Dean

Date: July 10, 2022

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

Total FTE (1x2)

RDE Commitments***

Personnel	Number	Min. FTE (2)	Min. FTE (1)	Research	Extension
Department Head	1	6	6.0	1.0	0
Faculty w/ Univ. Designated Position	1	3	3.0	0.0	0
Regular Faculty (VSL)*	4	18	72.0	0.0	0
Regular Faculty (TLS)*	5	18	90.0	0.0	0
Part time Faculty/AFFILIATE/Adjunct	6	15	90.0	0.0	0
Admin Staff Members	3	0	0.0	0.0	0
TOTAL:	20	60	261	1.0	0

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

Note: * On vacation-sick-leave status. Ratio of Instruction and RDE commitments should be 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))

[illegible]

	PI 1: Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty	100.00%	100.00%		5	5	5	5	
	PI 2: Percentage of accredited graduate programs *	Dept. Head & Faculty	100.00%	100.00%	3 of 3	5	5	5	5	MS Animal Science (AACUP Level IV Reaccredited), MAgDev Animal Production (AACUP Level IV Reaccredited), and PhD Animal Science (AACUP Level II Reaccredited)
	PI 3: Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	100.00%	100.00%	3 of 3	5	5	5	5	COPC (MS Animal Science, MAgDev Animal Production, PhD Animal Science)
	PI 4: Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty	15	14.08		5	5	5	5	see faculty workload
	PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty	5.00%	-2.63%	39 (2nd sem) vs. 38 (1st sem)	5	5	5	5	MS Animal Science (25), MAgDev Animal Science (4), PhD Animal Science (10)
	PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty	5%	16%	1 of 6	5	5	5	5	Ms. Dawn Mareess Mendez (MS Animal Science) graduated on time
	PI 7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty	-	-	-	-	-	-	-	
	PI 8: Number of graduate students advised *	Dept. Head & Faculty	15	21		5	5	5	5	
	PI 9: Number of instructional materials developed *									
	On-line ready courseware	Dept. Head & Faculty	2	9		5	5	4	4.6667	ANSC221, ANSC241, ANSC243, ANSC245, ANSC251, ANSC253, ANSC291, ANSC307, ANSC393
	Flexible instructional materials	Dept. Head & Faculty	2	9		5	5	4	4.6667	ANSC221, ANSC241, ANSC243, ANSC245, ANSC251, ANSC253, ANSC291, ANSC307, ANSC393
	Assessment tools	Dept. Head & Faculty	5	15		5	5	5	5	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	1	3		5	5	4	4.6667	ANSC221, ANSC241, ANSC251
MFO 2	HIGHER EDUCATION SERVICES									
	PI 1: Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	50%	67.92%	36 of 53	5	5	5	5	BAS Passing rate is 57.50% (23 of 40) while BSA Animal Science is 100% (13 of 13). Total Passing Rate for DAS is 67.92%.
	PI 2: Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	60%	80%		5	5	5	5	
	PI 3: Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100%	100%		5	5	5	5	
	PI 4: Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100%	100%	1 of 1	5	5	5	5	
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	120	309.48		5	5	5	5	see DAS Faculty workload
	PI 8: Number of students advised: *	Dept. Head & Faculty								
	On thesis/ field practice/special problem	Thesis/field practice adviser	60	85		5	5	5	5	see DAS Faculty workload
	No. of approved manuscript submitted within prescribed period	SRC	20	40.00		5	5	5	5	
	On consultation	Dept. Head & Faculty	100	200		5	5	5	5	
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty								
	Student organizations advised	Organization Adviser	2	3		5	5	5	5	SASS, AREV, VSUGSS

	Student organizations assisted on student related activities		Organization Adviser	2	3		5	5	5	5	SASS, AREV, VSUGSS
	PI 10: Number of instructional materials developed *		Dept. Head & Faculty								
	On-line ready courseware		Faculty	5	8		5	5	5	5	AnSc 22, AnSc 112, AnSc 131, AnSc 153, AnSc 164, AnSc 195, AnSc 197, AnSc 199
	Flexible instructional materials		Faculty	5	8		5	5	5	5	AnSc 22, AnSc 112, AnSc 131, AnSc 153, AnSc 164, AnSc 195, AnSc 197, AnSc 199
	Assessment tools		Faculty	20	8		5	5	5	5	
	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	3	6		5	5	5	5	AnSc 22, AnSc 153, AnSc 164, AnSc 195, AnSc 197, AnSc 199
	PI 11: Additional Outputs		Dept. Head & Faculty								
MFO 3	RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *		Dept. Head & Faculty	-	-	-	-	-	-	-	
	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			50%	100%	4 of 4	5	5	5	5	Godinez (2), Compendio (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			2	3		5	5	5	5	Godinez (3)
	In nat'l/regional fora/conferences			1	2		5	5	5	5	Gacutan et al (1), Garrido & Bestil (1)
	PI 5. Percent of research proposals approved *		Dept. Head & Faculty	100%	100.00%	1 of 1	4	4	4	4	Gacutan (1 PhilRootCrops Research)
	PI 6. Additional outputs*		Dept. Head & Faculty								
	No. of research-related awards (research conducted by faculty or student w/ faculty)		Awards: Best Paper and Poster	-	-		-	-	-	-	
MFO 4	EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *		Dept. Head & Faculty	3	5		4	4	4	4	YRRP Project Sites
	PI 2. Number of trainees weighted by the length of training *		Dept. Head & Faculty	20	30		5	5	5	5	ATI Trainees (Training of Trainers in Chicken and Goat)
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *		Dept. Head & Faculty	1	1		4	4	4	4	YRRP Project (Feed Mill)

	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	50%	100%		5	5	5	5	See ATI feedback
	PI 5. Number of technical/expert services *	Dept. Head & Faculty								
	Research Mentoring		5	20		5	5	5	5	Graduate Students, TWG
	Peer reviewers/Panelists		3	7		5	5	5	5	TWG, Research Journal, PSAS
	Resource Persons		3	5		5	5	5	5	ATI (Gacutan, Compendio, Garrido, Geromo, Bestil)
	Convenor/Organizer		1	2		5	5	5	5	PSAS, SAER 8
	Consultancy		-	-	-	-	-	-	-	
	Evaluator		1	2		5	5	5	5	PSAS (Godinez), Bohol Island State Univ R&D (Gacutan)
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty								
	PI 11. Additional outputs *	Dept. Head & Faculty								
	No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		-	-		-	-	-	-	-
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	5	5		5	5	5	5	Come, Villagonzalo, Godinez, Beato, Bustamante
	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	5		5	5	5	5	2 Part Time (Tahanlagit, Conde), 2 Adjunct Prof (Posas, Bestil), 1 Permanent Affiliate (Minoza)
	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	1	2		5	5	5	5	1 PSAS (Gacutan as Gov Council), 1 SAER (Bestil as President)
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	100%	100.00%	16 of 16	5	5	5	5	All faculty were rated either Very Satisfactory/Outstanding
	PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	2	4		5	5	5	5	4 Membership of VSU-TWG (Gacutan, Abela, Come, Compendio)
	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			1 CAR	3	3	3	3	late submission of grade (Come, Geromo, Santiago)

MFO 6		General Admin. & Support Services (GASS)												
	PI 1. Submission of College/Department PMP for the following year within deadline as prescribed by BAC*					Dept. Head	1	1		5	5	5	5	
	PI 2. Zero percent complaint from clients served					Dept. Head & all faculty & staff	zero % complaint	Zero % complaint		5	5	5	5	
	PI 3. Number of coaching sessions among faculty & staff**					Dept. Head	1	1		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	1	2		5	5	5	5	OTP, OPCR targets
	PI 5. Number of monthly/special faculty & staff meetings conducted**					Dept. Head	2	5		5	5	5	5	5 monthly meeting (July, August, Sept, Oct, Dec)
	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 *					Dept Head	1	1		5	5	5	5	Circulated 11 Dept Memo Circulars
														Comments & Recommendations for Development purposes
Total Over-all Rating										253.333				
Average Rating										4.872				
Adjectival Rating										Outstanding				

Received by

Calibrated by:

Approved:

- * 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