





DEPARTMENT OF AGRICULTURAL AND BIOSYSTEMS ENGINEERING

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OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, <u>ELDON P. DE PADUA</u>, 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

College Dean
Date: 24 01 222

INFORMATION ON	PERSONNEL FULL-TIME TEACHING EQUIVAL	ENT (FTE	E):	Total FTE (1x)	RD	E Commitment	S***
	Personnel	Number	Min. FTE (2)		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

Rating Equivalents:

- 5 Outstanding
- 4 Very Satisfactory
- 3 Satisfactory
- 2 Fair
- 1 Poor

Note:

- * On vacation-sick-leave status. Ratio of Instruction and RDE commitmeents 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)

					Actual Accomplishments			ating			
MFO No.	Success/Performance Indicator (PI)		nt Target	% Accomplishment as of Dec. 31, 2021	Accom-	ality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
MFO 1	ADVANCED EDUCATION SERVICES (20%)										
	OVPAA MFO 1. Graduate Degree Program Management	Services									

							tual ishments		R	ating			
MFO No.		S	Success/Performance Indicator (PI)		Departme nt Target	% Accomplishment as of Dec. 31, 2021	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	1	eng	Percentage of graduate school faculty gaged in research work applied in any of the owing:	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	
	OVPA	A ME	FO 2. Graduate Student Management Services										
			ntage of graduate students enrolled in research grams *	Dept. Head & Faculty									2%
	PI 2: P	erce	ntage of accredited graduate programs *	Dept. Head & Faculty									2%
	PI 3: N		ber of graduate degree specializations offered bred *	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: F		entage increase in number of graduate students	Dept. Head & Faculty									2%
			entage increase in number of students who within prescribed period *	Dept. Head & Faculty									2%
			ber of graduate students awarded with tinction *	Dept. Head & Faculty									2%
	PI 8:	Vum	ber of graduate students advised *	Dept. Head & Faculty									2%

				Actual Accomplishments			R	ating			
MFO No.	Success/Performance Indicator (PI)		Departme nt Target	% Accomplishment as of Dec. 31, 2021		Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	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%
and the same	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								i i	10%
	On-line ready courseware	Faculty	16	100%	30	5	4	4	4.33	ABEn 154 (RCG); ABEn 152, ESci	

					tual ishments		R	Rating			
MFO No.	Success/Performance Indicator (PI)		Departme nt Target	% Accomplishment as of Dec. 31, 2021		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	Hydraulic ram pump demo unit; 2) Evaporative Cooling system demo unit; 3) Biliran hydropower Potential	2%
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1							- Conservation of the Cons	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head &			1	5	5	4	4.67	Development of a local unmanned aerial vehicle (UAV) pesticide sprayer for rice production system in the	
	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	Faculty									
	regional/national/ int'l fora/conferences * In int'l fora/conferences	1 acuity			3	5	5	4	4.67	EPD:Development of a local unmanned	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%)										

				1	tual ishments		Rating				
MFO No.	Success/Performance Indicator (PI)		Departme nt Target	% Accomplishment as of Dec. 31, 2021		Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	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	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	1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty								(1	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 -	
	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%

				Actual Accomplishments			R	ating			
MFO No.	Success/Performance Indicator (PI)			% Accomplishment as of Dec. 31, 2021		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.	

				1	tual ishments		R	ating		Remark (Details of the targetted outputs indicators with *)	
MFO No.	Success/Performance Indicator (PI)	Units/Perso ns Responsible	Departme nt Target	% Accomplishment as of Dec. 31, 2021	Accom-	Quality	Efficiency	Timeliness	Average		% weight
	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 Dept. Head &									0.3%
	PI 7 : Additional outputs *	Faculty									
	Number of faculty/staff awards/honors received related to operations support										0.3%
	OVPAA MFO 4. Program and Institutional Accreditation Se	rvices									
	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%
MEO 6	General Admin. & Support Services (GASS)										

					tual ishments		Rating				
MFO No.	Success/Performance Indicator (PI)		Departme nt Target	plishment	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)	% weight
	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		Observing 5S within the unit; Creation of Program Advisory Council; Creation of Special Guidlines for the Conduct of OJT: Acquisition of Free	2%
Total O	ver-all Rating			1.59%	48			1.000)		
Averag	verage Rating							.813			
Adjectiv	val Rating						Outs	tandi	ing		

Received by:	
	1400

DILBERTO O. FERRAREN

Planning Office Date:

Calibrated by:

Approved:

DANIEL LESLIE S. TAN

Chairman, PMT

BEATRIZ S. BELONIAS

Recommending Approval:

Vice Pres. for Acad. Affairs Date: WYYMY EDGARDO E. TULIN

President

Date: 27/22

^{*} 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