





DEPARTMENT OF SOIL SCIENCE

DSS Building, Visayas State University Visca, Baybay City, Leyte PHILIPPINES 6521-A Telephone: 053-565-0600 local 1036 Website: www.vsu.edu.ph

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, SUZETTE B. LINA, Head of the Department of SOIL SCIENCE, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated manufers for the period January - June 30, 2023

SUZETTE B. LINA

Department Head

Date:



INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVAL	ENT (FTE):		Total FTE (1x:	RDE Comr	mitments***
Personnel	Number (1)	Min. FTE (2)		Research	Extension
Department Head Faculty W/ Univ. Designated Position Regular Faculty (VSL)* Regular Faculty (ILS)* Fart time Faculty Admin Start Members	1 1 4 1 1 2	4 0 8 18 0	4.0 0.0 32.0 18.0 0.0	0.0 0.0 2.0 0.0 0.0	0 0 1 0
TOTAL:				2.0	

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 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)

			Success/Performance Indicator (PI)		ne i	Department	Actual	Rating					
MFO No.							% Accomplishment	CCS	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight
MFO 1	ADVA	NCE	D EDUCATION SERVICES (20%)										
	OVPI	MFC	1. Graduate Degree Program Management S	Services									
	1	eng	I. Percentage of graduate school faculty paged in research work applied in any of the pwing:		Dept. Head & Faculty								
		2	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)	Dept. Head & Faculty	60.00%	60%	5	5	5	5	4 of 7	
	C.	producing technologies for commercialization or livelihood improvement									
	d	whose research resulted in an extension program									
	OVPI MFC	2. Graduate Student Management Services									
	PI 1: Perce	entage of graduate students enrolled in research	Dept. Head & Faculty	100%	100%	5	5	5	5		
		entage of accredited graduate programs *	Dept. Head & Faculty	100%	100%	5	5	5	5		
	PI 3: Num	ber of graduate degree specializations offered	Dept. Head & Faculty	1	1.00	5	5	5	5		
	Pl 4: Tota	FTE coordinated, implemented & monitored*	Dept. Head & Faculty	12	11.75	5	5	5	5		
	enrolled *	entage increase in number of graduate students	Dept. Head & Faculty	30%	35.00%	5	5	5	5	6 of 17	
		entage increase in number of students who within prescribed period *	Dept. Head & Faculty	70%	33.00%	5	5	5	5	3 of 9	
	honors/dis		Dept. Head & Faculty								
	PI 8: Num	ber of graduate students advised *	Dept. Head & Faculty	10	12.00	5	5	5	5		
	<u>PI 9:</u> Num	per of instructional materials developed *	Dept. Head & Faculty								
	On-line	ready courseware		3	4	5	5	5	5		
	Flexible	nstructional materials		3	4	5	5	5	5		
	Assessn	ent tools		15	20	5	5	5	5		
	PI 10: Nur operationa	nber of virtual classrooms created and lized		3	4	5	5	5	5		
MFO 2	HIGHER E	DUCATION SERVICES (50%)									

	Pl 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	70%	N/A					
	P1 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	70%	1.00	5	5	5	5	
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority	Dept. Head & Faculty	100.00%	100%	5	5	5	5	
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100.00%	100%	5	5	5	5	
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	229.35	241	5	5	4.5	4.8	
	PI 6: Number of students advised: *	Faculty							
	On thesis/ field practice/special problem		7	7	5	5	5	5	
	No. of approved manuscript submitted within prescribed period		5	7	5	5	5	5	
	On consultation		16	35	5	5	5	5	
	PI 7: Number of student organizations advised/ assisted *	Dept. Head & Faculty							
	Student organizations advised		1	1	5	5	5	5	
	Student organizations assisted on student related activities		1	1	5	5	5	5	
	PI 8: Number of instructional materials developed *	Dept. Head & Faculty							
	On-line ready courseware	Dept. Head & Faculty	6						
	Flexible instructional materials	Dept. Head & Faculty	6						
	Assessment tools	Dept. Head & Faculty	25						
	PI 9: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	6						
	PI 10: Additional Outputs (No. of IMs revised from virtual to face to face)	Dept. Head & Faculty	5						
MFO 3	RESEARCH SERVICES (10%)								

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	Pl 1. Number of research outputs in the last three (3) years	Dept	. Head &							T	
	utilized by the industry or by other beneficiaries *	Facu									
	PI 2. Number of research outputs completed within the year	Dept Facu	. Head & lty	1	N/A						
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept Facu	. Head &								
	In refereed int'l journals	DSS F	aculty	25%	N/A						
	In refereed nat'l/regional journals										
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept Facu	Head &								
	In int'l fora/conferences									2	
	In nat'l/regional fora/conferences			25%	0.20	5.0	5.0	5.0	5.0		
	PI 5. Percent of research proposals approved *	Dept Facu	. Head &	25%	100.00	5.0	5.0	5.0	5.0		
	PI 6. Additional outputs*	Dept Facu	. Head &					Annual Section			
	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 Facu	. Head &	1	2	5.0	5.0	5.0	5.0		
	PI 2. Number of trainees weighted by the length of training *	Dept Facu	. Head &	50	N/A						
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept Facu	. Head &	1	1	5.0	5.0	5.0	5.0		
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Facu		50.00%	N/A						
	PI 5. Number of technical/expert services *	Facu	ilty								
	Research Mentoring			3	6	5.0	5.0	5.0	5.0	6 Ras	

	Peer reviewers/Panelists		4	4	5.0	5.0	5.0	5.0	
	Resource Persons		1	2	5.0	5.0	5.0	5.0	
	Convenor/Organizer		0						
	Consultancy								
	Evaluator		1	1	5.0	5.0	5.0	5.0	
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	50%	100%	5	5	5	5	
	PI 11. Additional outputs *	Dept. Head & Faculty							
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
/IFO 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	1	1	5	5	5	5	
	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	0	2.00	5.0	5.0	5.0	5.0	
	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	N/A	5.0	5.0	5.0	5.0	
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	90.00%	1.00	5.0	5.0	5.0	5.0	
	P16 : Number of in-house seminars/trainings/ workshops/reviews conducted/attended *	Dept. Head & Faculty	1	N/A	5.0	5.0	5.0	5.0	
	PI 7: Additional outputs *	Dept. Head & Faculty							
	Number of faculty/staff awards/honors received related to operations support		9						
	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	Compliant	1	5	5	5	5		
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	1	5.00	5.0	5.0	5.0	5.0		
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff								
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	2	2	5	5	5	5	1 Grad Asst. & 1 Part-Time	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	twice per month							
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	6	6	5	5	5	5		
	PI6: Additional Outputs	Dept. Head & all faculty & staff								
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *									
Total Over	all Rating					194	1.833			
Average R	ating					4.	990			
Adjectival I	Rating		HPA DAMESTALL			Outst	anding	g		

Received by:
TONI MARC L. DARGANTES

: Planning

Date: JUL 1 3 2023

Calibrated by

DANIEL LESLIE S. TAN

Chairman, PMT

Date: _______1 4 2023

Approved:

EDGARDO E. TULIN

President

Date: UNL 19, 2023