







Research

0.0

0.0

2.0

0.0



RDE Commitments\*\*\*

Extension

0

0

0

DEPARTMENT OF SOIL SCIENCE

DSS Building, Visayas State University

Visca, Baybay City, Leyte PHILIPPINES 6521-A Telephone: 053-565-0600 local 1036

Rating Equivalents:

4 - Very Satisfactory

5 - Outstanding

3 - Satisfactory

2 - Fair

1 - Poor

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 dicated measures for the period July - December 2021

VICTOR B. ASIO

Note:

SUZETTE B. LINA Department Head

\* On vacation-sick-leave status. Ratio of Instruction and RDE commitments should determined based on FTE of 18 units

Number (1) Min. FTE (2)

0

18

0

\*\* On Teacher's Leave status. Minimum FTE required is 18 units

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

Faculty WI Univ. Designated Position

indicated measures for the period July - December 2021

Personnel

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TOTAL:

Regular Faculty (VSL)

Regular Faculty (115)

Admin Start Members

\*\*\* Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (UMFO 3) and extension (UMFO 4)

Total FTE (1x.

0.0

32.0

18.0

0.0

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

	T		TT				Actual	Rating					
MFO No.			Success/Performance Indicator (PI)	Units/Perso ns Responsible	Department Target	% Accomplishment	1 005	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight	
MFO 1	ADVA	NCE	D EDUCATION SERVICES (20%)		4.						,		
Accidentario la repubblica de carrier	OVPI	MF	1. Graduate Degree Program Management Se	rvices	L		L			L			
	1	PI1. 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) *										





Research

4.0

Extension

0

0

0

0

Rating Equivalents:

4 - Very Satisfactory

5 - Outstanding

3 - Satisfactory

2 - Fair

1 - Poor

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 discrete management of the period July - December 2021

WICTOR B. ASIO
College Dean
Date:

BY:

SECURION

BY:
SECURION

SECURION

BY:
SECURION

SECURION

DATE: JAN 2 1 207 indicated measures for the period July - December 2021

SUZETTE B. LINA

Department Head

Note:

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

Number (1) Min. FTE (2) **Дерактель** неад Faculty W/ Univ. Designated Position

0.0 0.0 Regular Faculty (VSL) 0.0 Regular Faculty (115) 8 32.0 2.0 18 Part time Faculty 18.0 0.0 0 Admin Start Mempers 0.0 0.0

TOTAL:

2.0 \* 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)

					-		Actual		R	ating			
MFO No.			Success/Performance Indicator (PI)		Units/Perso ns Responsible	Department Target	% Accomplishment	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight
MFO 1	ADVA	NCE	DEDUCATION SERVICES (20%)			4.							-
	OVPI	MFO	1. Graduate Degree Program Management S	Services									
		PI1	. Percentage of graduate school faculty										
	1	eng follo	aged in research work applied in any of the wing:		Dept. Head & Faculty								
		a.	pursuing advanced research degree program (Ph.D) *					+	+		-		





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b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Dept. Head & Faculty	50.00%	57%	5	5	5	5		
c.	producing technologies for commercialization or livelihood improvement									
d.	whose research resulted in an extension program									
OVPI MFO	2. Graduate Student Management Services									
Pl 1: Perce	ntage of graduate students enrolled in research grams *	Dept. Head & Faculty	100%	100%	5	5	5	5.0		
-	ntage of accredited graduate programs *	Dept. Head & Faculty	100%	100%	5	5	5	5		
and monito	per of graduate degree specializations offered red *	Dept. Head & Faculty	1	1.00	5	5	5	5		
	FTE coordinated, implemented & monitored*	Dept. Head & Faculty	12	32.00	5	5	5	5		
PI 5: Perce enrolled *	entage increase in number of graduate students	Dept. Head & Faculty	50%	83.33%	5	5	5	4.8		
	entage increase in number of students who within prescribed period *	Dept. Head & Faculty	75%	75.00%	5	4.5	4.5	4.7		
PI 7: Numi	per of graduate students awarded with inction *	Dept. Head & Faculty	0							
PI 8: Num	per of graduate students advised *	Dept. Head & Faculty	10	14.00	5	5	4.5	4.5		
PI 9: Numb	er of instructional materials developed *	Dept. Head & Faculty								
On-line r	eady courseware		4.							
			3	6	5	5	5	5		
Flexible in	nstructional materials		2	6	5	5	5	5		
Assessm	ent tools		3	32	5	5	5	5	-	
PI 10: Num operational	ber of virtual classrooms created and ized		3	6	5	5	5	5		





	PI.10 MS Soil Science Program has COPC from CHED		0		1 5	5	5		
NFO 2	HIGHER EDUCATION SERVICES (50%)				1				
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	70%	83.33	5	5	5	5	
	PI 2 Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	80%	85.00					Ongoing
	Pl 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100.00%	100%					
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100.00%	100%					
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	95	255.883	5				
	PI 6: Number of students advised: *	Pept. Head & Faculty							
	On thesis/ field practice/special problem		7	8	5	5	5	5	
	No. of approved manuscript submitted within prescribed period		5	5	5	5	5	5	
	On consultation		15	23	5	5	5	5	Major students
	PI 7: Number of student organizations advised/ assisted *	Dept. Head & Faculty							
	Student organizations advised		1		1	_			N/A (pandemic)
-	Student organizations assisted on student related activities		1		1			1	N/A (pandemic)
	PI 8: Number of instructional materials developed *	Dept. Head &	4.						
	On-line ready courseware	Dept. Head &	5	14	5	5	5	5	Soil 22, Soil 24, Soil 110, Soil 112, Soil 116, Soil 117, Soil 118, Soil 199-B, Soil 199C, Envi 112, Soil 110,
	Flexible instructional materials	Dept. Head & Faculty	5	14	5	5	5	_ 8	Soil 114 Soil 111 Soil 113 Soil 115 Soil 22, Soil 24, Soil 112, Soil 116, Soil 117, Soil 118
	Assessment tools	Dept. Head & Faculty	5	100	5	5	5	_ 8	Soil 199-B, Soil 199C, Envi 112, Soil 110, Soil 114, — Soil 22, Soil 24, Soil 112, Soil 116, Soil 117, Soil 118, Soil 199-B, Soil 199C, Envi 112, Soil 110, Soil 114,





	PI 9: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	5	12	5	5	5	5	Soil 22, Soil 24, Soil 112, Soil 116, Soil 117, Soil 118, Soil 199-B, Soil 199C,Envi 112, Soil 110, Soil 114, Soil 111, Soil 113, Soil 118	
	PI 10: Additional Outputs (Top 1 in Agriculturist Board Exam)	Student	0	1.00	5.0	5.0	5.0	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								
	PI 2. Number of research outputs completed within the year	Dept. Head & Faculty	1	1	5	5	5	5	All Ongoing	
	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	DSS Faculty	25%	50.00%	5.0	5.0	5.0	5.0		
	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				Γ					
	In nat'l/regional fora/conferences		25%	50.00	5.0	5.0	5.0	5.0		
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	25%	100.00	5.0	5.0	5.0	5.0		
	PI 6. Additional outputs* No. of Publications	Dept. Head & Faculty								
	No. of research-related awards (research conducted by faculty or student w/ faculty)	Dept. Head & Faculty	0	3.00	5.0	5.0	5.0	5.0		
MFO 4	EXTENSION SERVICES (10%)		4.							
	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	5.0	5.0	5.0	5.0		
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	50	60	4.5	4.8	4.8	4.7	Virtual and face to face (DSS extension project and ATI)	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	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*	Dept. Head & Faculty	50.00	% 759		5.0	5.0	5.0	5.0		T
	PI 5. Number of technical/expert services *	Faculty				+			+-		+
	Research Mentoring			3 3		5.0	5.0	FO	150		+
	Peer reviewers/Panelists			1 3	-	+	-	5.0	5.0		
	Resource Persons			4 5		5.0	5.0	5.0	5.0	ATR, Science and Humanities & Journals outside VSU	
***************************************				1 7	!	5.0	5.0	5.0	5.0	SBL, DML, MAB, BCJ, VBA	+
	Convenor/Organizer			0	+	+	_	-			+
	Consultancy				$\dashv$	+	$\dashv$		-		_
	Evaluator			-	-	-	-	-			
	PI 8. Percent of extension proposals approved *	Dept. Head &		1 1	- 5	.0	5.0	5.0	5.0	`	
	PI 11. Additional outputs *	Faculty	50%	1009	6	5	5	5	5		
	,	Dept. Head & Faculty	1			1	+				-
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *				+	+	+				_
FO 5	Support to Operations			<del> </del>	+	+	+	_	-		
***************************************	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	1	5	5	5	CMOQ	
	OVPI MFO 2. Faculty Recruitment/Hiring Services	T doubly			+	+	+	-	-		-
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head &	0		5.0	5.	0 5	5.0	5.0 F	Part-Time Instructor	
	OVPI MFO 3. Faculty Evaluation Services	racuity		2.00	-	-	+	-	0.0		
	PI 3: Number of seminars/trainings/ conventions/workshops		4.								
	coordinated for entire university *	Dept. Head & Faculty									
	Pl 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	90.00%	100.00	5.0	5.0	5.	.0 5	5.0		
	P16: Number of in-house seminars/trainings/ workshops/reviews conducted/attended *	Dept. Head & Faculty	1	1.00	5.0	5.0	5.	.0 5	5.0		





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erage Rat						258	.683			
tal Over-a	II Rating		4.					-		
[1	Number of Best practices/new initiatives in academic units' nanagement replicated/benchmarked by other depts/agencies *		1	1	5.0	5.0	5.0	5.0	Virtual consultation meeting with student every last Friday of the month. We created groupchat where we sent communications, updates and immediate concerns aside from emails both within faculty group and major student students	
	Major Students	Dept. Head & all faculty & staff	0	2.00	5.0	5.0	5.0	5.0		
	PI 5. Number of monthly/special faculty & staff meetings conducted**  PI6: Additional Outputs. Virtual Consultation Meeting with	Dept. Head	6	9	5	5	5	5	Ongoing	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	twice per year	2	5.0	5.0	5.0	5		
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	2	2	5	5	5	5	Ongoing	-
	Pl 2. Zero percent complaint from clients served	Dept. Head & all		1	-	7 5.0	3.0	5.0		
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dent Head		2.00	5	0 5.0	5.0	5.0		+
MFO 6	General Admin. & Support Services (GASS)			+	+	+	+	+		
	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 &		1 1		5 5	5	5		+
	OVPI MFO 4. Program and Institutional Accreditation Service	es		1.00	+	+	+	+		+
	Number of faculty/staff awards/honors received related to operations support			0 1.00	. 5	5.0 5	0 5.	0 5.	Loyalty Award	+
		Dept. Head & Faculty					T	T		



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Received by:

Date:

DILBERTO O. FERRAREN

. Director for Planning 21 Jan 20 "Chairman, PMT

Date:

Calibrated by:

1/18/2022

DANIEL LESLIE TAN

BEATRIZ S. BELONIA

Recommending Approval:

VP for Academic Affairs

10: orlizhon

Approved:

EDGARDO E TULIN

President

Date: 1/20/22

<sup>\*</sup> To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

<sup>\*\*</sup> No percentage weight for ranking purposes since these are activities only expected to be performed at the department level

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DILBERTO O. FERRAREN

Date:

Director for Planning 21 th 70 7 Chairman, PMT

Date:

Calibrated by:

1 18 2022

DANIEL LESLIE TAN

BEATRIZ S. BELONIA

Recommending Approval:

VP for Academic Affairs

Date: or (17hom

Approved:

EDGARDO E TULIN

President

Date: 1/20/22

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