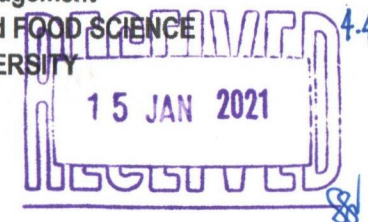




VISAYAS
STATE UNIVERSITY

Department of Pest Management
COLLEGE OF AGRICULTURE and FOOD SCIENCE
VISAYAS STATE UNIVERSITY



OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, JESUSITO L. LIM, 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 July - December, 2020.

Jesunito L. Lim
JESUSITO L. LIM

Department Head

Date: _____

Victor B. Asio
VICTOR B. ASIO

College Dean

Date: _____

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

Total FTE (1x2)

RDE Commitments***

Personnel	Number (1)	Min. FTE (2)		Research	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
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**))

MFO No.			Success/Performance Indicator (PI)	Units/ Persons Responsible	Department Target	Actual		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) *									
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)									
		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								
	PI 3: Number of graduate degree specializations offered and monitored *			Dept. Head & Faculty	6	6	100%	5	4	5	4.7	
	PI 4: Total FTE coordinated, implemented & monitored*			Dept. Head & Faculty	3	9.15	305.00%	5	5	5	5.0	

	PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty	20%	80%	80%	5	5	5	5.0	
	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	2	9	450%	5	5	5	5.0	
	PI 9: Number of instructional materials developed *	Dept. Head & Faculty								
	On-line ready courseware		3	5	166%	5	5	5	5.0	
	Flexible instructional materials		10	15	150%	5	5	5	5.0	
	Assessment tools		25	120	480%	5	5	5	5.0	
	PI 10: Number of virtual classrooms created and operationalized		3	5	166%	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	60%							no exam due to COVID
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	50%							reflected in Jan to June 2020
	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								
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	100	238.55	239%	5	5	5	5.0	
	PI 8: Number of students advised: *	Dept. Head & Faculty								

	<i>On thesis/ field practice/special problem</i>		4	19	475%	5	5	5	5.0	
	<i>No. of approved manuscript submitted within prescribed period</i>									
	<i>On consultation</i>		10	19	190%	5	5	5	5.0	
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty								
	<i>Student organizations advised</i>		1	1	100%	5	5	5	5.0	
	<i>Student organizations assisted on student related activities</i>		1	1	100%	5	5	5	5.0	
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty								Title and name of faculty
	<i>On-line ready courseware</i>	Dept. Head & Faculty	6	11	183.33%	5	5	5	5.0	
	<i>Flexible instructional materials</i>	Dept. Head & Faculty	6	33	550%	5	5	5	5.0	
	<i>Assessment tools</i>	Dept. Head & Faculty	15	264	1760%	5	5	5	5.0	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	4	11	275%	5	5	5	5.0	
	PI 11: Additional Outputs	Dept. Head & Faculty	2	6	300%	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	needs project titles; None due to COVID
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1	1	100%	5	5	5	5.0	None due to COVID
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty								needs title of publication, name of journal and where published

	<i>In refereed int'l journals</i>		1	1	100%	5	5	5	5.0	due to COVID
	<i>In refereed nat'l/regional journals</i>									
	PI 4. Number of research outputs presented in regional/national/int'l fora/conferences *	Dept. Head & Faculty								title of paper, what for a/conference, where and when presented
	<i>In int'l fora/conferences</i>									
	<i>In nat'l/regional fora/conferences</i>		4	2	50%	5	4	5	4.7	due to COVID
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty								
	PI 6. Additional outputs*	Dept. Head & Faculty	1							None due to COVID
	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	2	200%	5	5	5	5.0	
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	1	276	27600%	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								
	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	80%	100%	125%	5	5	5	5.0	
	PI 5. Number of technical/expert services *	Dept. Head & Faculty								
	<i>Research Mentoring</i>									
	<i>Peer reviewers/Panelists</i>		1	1	100%	5	5	5	5.0	

	Resource Persons		6	4	67%	5	4	5	4.7	due to COVID
	Convenor/Organizer									
	Consultancy									
	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 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								
	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	1	2	200%	5	5	5	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								
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	90							None due to COVID
	PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty		2	100%	5	5	5	5.0	
	PI 7: Additional outputs *	Dept. Head & Faculty								

	Number of faculty/staff awards/honors received related to operations support		1	1	100%	5	5	5	5.0	
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	zero non-conformity		100%	5	5	5	5.0	Zero non-conformity (No NC)
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								
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff								
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	1	2	200%	5	5	5	5.0	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	2	2	100%	5	5	5	5.0	
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	2	3	150%	5	5	5	5.0	
	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 *			2		5	5	5	5.0	explain here briefly why consider said department practice can be considered as a best practice
						185	182	185	179.1	
Total Over-all Rating										
Average Rating						4.84				
Adjectival Rating						OUTSTANDING				

Received by:

[Signature]
Planning Office

Date: _____

Calibrated by:

[Signature]
REMBERTO A. PATINDOL

Chairman, PMT

Date: _____

Recommending Approval:

[Signature]
BEATRIZ S. BELONIAS

Vice Pres. for Instruction

Date: _____

Approved:

[Signature]
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