



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

## OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, MANUEL D. GACUT January-June 2024.  MANUEL D. GACUTAN J Department Head Date:	IR 2024	e, commits to deliv	er and agree to be	e rated on the attainm	ent of the follo	SUZETTE B. LINA College Dean Date: 7 - 25 - 24	h the indicated measures for the period
	CONNEL FULL-TIME TEACHING EQUIVALENT (F Personnel	TĘ): Number	Min. FTE (2)	Total FTE (1x2)	Research	RDE Commitments*** Extension	
	Department Head Faculty w/ Univ. Designated Position Regular Faculty (VSL)*	1 1 4	6 3 18	6.0 3.0 72.0	1.0 0.0 0.0	0 0 0	Rating Equivalents: 5 - Outstanding 4 - Very Satisfactory 3 - Satisfactory
	Regular Faculty (TLS)* Part time Faculty/AFFILIATE/Adjunct Admin Staff Members	5 6 3	18 15 0	90.0 90.0 0.0	0.0 0.0 0.0	0 0 0	2 - Fair 1 - Poor
TOTAL:		20	60	261	1.0	0	

Note:

<sup>\*\*</sup> 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)				Actual Accom		Rat	ing		Remark (Details of the targetted outputs indicators with *)	
MFO No.			Units/Persons Responsible	Department Target	% Accomplishment	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average		
MFO 1	ADVANCE	DE	DUCATION SERVICES									
	OVPI MF	0 1.	Graduate Degree Program Management Services									
	1		Percentage of graduate school faculty engaged in earch work applied in any of the following:	Dept. Head & Faculty								
		a.	pursuing advanced research degree program (Ph.D) *	Beato, Bustamante, Come	100.00%	100.00%	3 of 3	5	5	4	4.6667	3 of 3 (Come, Beato, Bustamante)
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	All regular graduate faculty	50.00%	71.43%	5 of 7	5	5	4	4.6667	Graduate faculty with research (Gacutan, Come, Abela, Compendio, Garrido)
		c.	producing technologies for commercialization or livelihood improvement	-	-			-	-	-	•	
		d.	whose research resulted in an extension program		-	-	-	-	-	-	-	
	OVPI MFO	2. (	Graduate Student Management Services									

<sup>\*</sup> On vacation-sick-leave status. Ratio of Instruction and RDE commitmtents should determined based on FTE of 18 units

	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 (AACCUP Level IV Reaccredited), MAgDev Animal Productio (AACCUP Level IV Reaacredited), and PhD Animal Science (AACCUP Level II Reaacredited)
	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	23.62		5	5	5	5	see faculty workload
	PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty	5.00%	9.38%	29 (2nd sem) vs. 32 (1st sem)	5	5	5	5	MS Animal Science (37), MAgDev Anima Science (4), PhD Animal Science (25)
	PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty	5%		33.11/					Ms. Dawn Maress Mendez (MS Animal Science) graduated on time
	PI7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty	-							
	PI 8: Number of graduate students advised *	Dept. Head & Faculty	15	45		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	256.30		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

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	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	2		5	5	5	5	Abela (1) Godinez (1)
	In nat'l/regional fora/conferences		1	3		5	5	5	5	Gacutan (3)
	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
	Pl 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	20	30		5	5	5	5	ATI Trainees (Training of Trainors 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 (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	5	3		4	4	4	4	Come, 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	4		5	5	5	5	Limpangog), 1 Adjunct Prof (Posas), 1 Permanent Affiliate
	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 Counci
	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
	P16 : 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)													
		ission of College/Department PPMP for the following year line as prescribed by BAC*	Dept. Head	1	5	5	5	5	5						
	Pl 2. Zero p	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						
		er of planning sessions, tracking and monitoring of targets, ted to ensure attainment of department targets**	Dept. Head	1	2	5	5	5	5	OTP, OPCR targets					
	PI 5. Numb	er of monthly/special faculty & staff meetings conducted**	Dept. Head	2	2	5	5	5	5	Monthly Meeting					
	PI 3: Additi	onal Outputs	Dept. Head & all faculty & staff	1											
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *		Dept Head		1	1	1	1	1	1	1	5	5	5	5
										Comments & Recommendations					
Total Over	Total Over-all Rating						247	7 333		for Development purposes					
Average R	Average Rating					4.85									
Adjectival I	Rating					Outstanding									

Received by:

Chairman, PMT

Date:

Approved:

PROSE IVY G. YEPES

President
Date: 9/6/24

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