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"Exhibit A"

OFFICE PERFORMANCE COMMITMENT & REVIEW FORM (OPCR)

I, LUZ O. MORENO, Head of the Department of Plant Breeding and Genetics, 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 to June, 2020.


LUZ O. MORENO
 Dept/Unit Head

Approved:


VICTOR B. ASIO
 Dean, CAFS



4.3

| MFOs/PAPs | MFO Description | Success Indicators | Unit/Persons Responsible | Target | Actual Accomplishment | Rating | | | | Remarks |
|-----------|---|--------------------|--------------------------|--------|-----------------------|----------------|----------------|----------------|----------------|---------|
| | | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| UMFO 1. | Advance Education Services (20%) | | | | | | | | | |
| | OVPI MFO 1. Graduate Degree Program Management Services | | | | | | | | | |
| | PI.1: Number of Graduate degree specializations offered and monitored | | | 0 | | | | | | |
| | PI.2: Total FTE monitored | | | 0 | | | | | | |
| | PI.3: Percentage of students who graduated within prescribed period | | | 0 | | | | | | |
| | OVPI MFO 2. Graduate Student Management Services | | | | | | | | | |
| | PI.1 Percentage of graduate students awarded with | | | 0 | | | | | | |

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|--------|--|--|--|---|--|--|--|--|--|--|
| | honor/distinction | | | | | | | | | |
| | PI.2: Percentage of graduate students advised who rated the adviser/GAC member at least very satisfactory | | | 0 | | | | | | |
| | PI.3: Percentage of graduate school faculty engaged in research work applied in any of the following: | | | 0 | | | | | | |
| | a. Pursuing advanced research degree program | | | 0 | | | | | | |
| | b. Actively pursuing in the last three years (investigate research, basic and applied scientific research, policy research, social science research) | | | 0 | | | | | | |
| | c. Producing technologies for commercialization or livelihood improvement | | | 0 | | | | | | |
| | d. Whose research work resulted in an extension program | | | 0 | | | | | | |
| UMFO.2 | Higher Education Services | | | | | | | | | |
| | OVPI MFO. 1 Curriculum Program Management Services | | | | | | | | | |

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|--|---|--|-------------|------|------------|---|---|---|------|-------------------------------------|
| | PI.1: Total FTE monitored and implemented | | ALL FACULTY | 55 | 64.65 | 4 | 5 | 5 | 4.67 | |
| | PI.2 Percentage of undergraduate curricular program compliant to CMO, approved and offered | | LOM | 100% | 100% | 5 | 5 | 5 | 5 | |
| | PI.3 Average percentage passing in licensure exam | | ALL FACULTY | | | | | | | Licensure exam schedule is November |
| | PI.4 Percentage of first time licensure exam takers who passed the licensure exam | | ALL FACULTY | | | | | | | Licensure exam schedule is November |
| | PI.5 Percentage of students who graduated within prescribed period | | ALL FACULTY | 60% | 100% (1/1) | 5 | 5 | 5 | 5 | |
| | PI.6 Percentage increase in the number of undergraduate students who graduated within prescribed period | | ALL FACULTY | 10% | | | | | | |
| | PI.7 Percentage of graduates (two years prior) who are employed and/or pursuing graduate studies | | ALL FACULTY | 82% | 82.35% | 3 | 5 | 5 | 4.33 | |
| | PI.8 Number of academe/industry linkages established | | ALL FACULTY | 0 | | | | | | |
| | PI.9 Number of thesis/special | | ALL | 4 | | | | | | |

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|--|--|--|-----------------|---|---|---|---|---|------|--|
| | PI.1 Number of research proposals | | ALL FACULTY | | | | | | | |
| | PI.2 Number of research proposals approved | | | 0 | | | | | | |
| | PI.3 Number of research studies conducted | | Julien R. Deroy | 1 | 1 | 3 | 5 | 5 | 5 | |
| | PI.4 Number of research projects/studies completed within the year | | | 0 | 0 | | | | | |
| | P1.5 Number of research papers (oral presentation, posters, keynote speaker, plenary speaker) presented in regional/national/int'l scientific/professional for a and conferences | | | 0 | 0 | | | | | |
| | Webinar attended | | | 0 | 1 | 5 | 5 | 5 | 5 | |
| | <i>In International fora/conferences</i> | | | 0 | | | | | | |
| | <i>In National fora/conferences</i> | | | 0 | | | | | | |
| | <i>In Regional fora/conferences</i> | | | 0 | | | | | | |
| | <i>In Institutional fora/conferences</i> | | Julien R. Deroy | 1 | 1 | 3 | 5 | 5 | 4.33 | All scheduled conferences/for a arwe cancelled |

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|--|---|--|--------------------------|---|--|--|--|--|--|-----------------------------|
| | | | | | | | | | | due to COVID-19 pandemic |
| | PI.6 Number of papers submitted for publication in internationally indexed journals | | Rommel M. Garrido Jr. | | | | | | | |
| | PI.7 Number of published papers in peer-reviewed journals | | | 0 | | | | | | |
| | <i>In refereed int'l journals</i> | | | 0 | | | | | | |
| | <i>In refereed nat'l journals</i> | | Luz O. Moreno | | | | | | | |
| | PI.8 Number of patents/Utility Models/copyrights filed and registered | | | 0 | | | | | | |
| | PI.9 Amount of research money generated from external funding (Thousand PHP) | | | 0 | | | | | | |
| | PI.10 Amount of research money generated from institutional funding (Thousand PHP) | | | 0 | | | | | | |
| | PI.11 Number of research outputs in the last three years utilized by the industry or other beneficiaries | | | 0 | | | | | | |
| | PI.12 Number of research-related awards (research | | | 0 | | | | | | |

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|---------|---|--|--------------------|---|---|---|---|---|------|--|
| | PI.9 Amount of extension money generated from external funding (Thousand PHP) | | | | | | | | | |
| | PI.10 Amount of extension money generated from institutional funding (Thousand PHP) | | | | | | | | | |
| | PI.11 Percentage of beneficiaries who rated the training course and advisory services as satisfactory or higher in terms of quality and relevance | | | | | | | | | |
| | PI.12 No. of extension-related awards (extn. Conducted by faculty or student and faculty) | | | | | | | | | |
| | PI.12 No. of extension-related awards (extn. Conducted by faculty or student and Faculty) | | | | | | | | | |
| UMFO 5. | Support to Operations (STO) | | | | | | | | | |
| | OVPI MFO.1 Faculty Development Services | | | | | | | | | |
| | PI.1 Number of faculty pursuing advance degree programs | | Marissa B. Barbosa | 1 | 1 | 3 | 5 | 5 | 4.33 | |
| | OVPI MFO. 2 Faculty Recruitment/Hiring Services | | | | | | | | | |

| | | | | | | | | | | |
|--|---|--|-----------------|-----|------|---|---|---|------|--|
| | PI.2 Number of faculty recruited/hired aligned with university RSP policy and competency-based HRM | | Department Head | 1 | 1 | 3 | 5 | 5 | 4.33 | |
| | OVPI MFO 3. Faculty Evaluation Services | | | | | | | | | |
| | PI.3 Number of seminars/trainings/conventions/workshops organized/coordinated for the entire university | | | | | | | | | |
| | PI.4 Number of seminars/trainings/conventions/workshops organized/coordinated outside the university | | | | | | | | | |
| | PI.5 Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated | | ALL FACULTY | 80% | 100% | 5 | 5 | 5 | 5 | |
| | PI.6 Number of college/department-level seminars/trainings/workshops/reviews conducted/attended/facilitated | | ALL FACULTY | 3 | 6 | 5 | 5 | 5 | 5 | |
| | OVPI MFO 4. Program and Institutional Accreditation Services | | | | | | | | | |
| | PI.1 Number of degree programs which passed accreditation/evaluation | | ALL FACULTY | 90% | 100% | | | | | |

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|--------|--|--|------|------|------|---|---|---|---|--|
| | ion at least level 1 | | | | | | | | | |
| | Pl.2 Degree program compliant with CHED requirements | | Head | 100% | 100% | | | | | |
| UMFO.6 | General Administration and Support Services | | | | | | | | | |
| | Pl.1 Zero complaint from clients (complaints dropped in suggestion boxes, complaints on change of grades and other complaints) | | | 0 | 0 | 5 | 5 | 5 | 5 | |
| | Pl.2 Number of complaints addressed within the prescribed time | | | | | | | | | |
| | Pl.3 Additional Outputs | | | | | | | | | |
| | Best practices/new initiatives/innovations: | | | | | | | | | |
| | The ₱8,000,00 Proposal submitted to DBM was approved for implementation | | | | | | | | | Completion of Lecture Hall & Classroom, Rehabilitation of Plant Breeding Nursery, Seed Storage Facility and Tissue Culture Laboratory of the Department of Plant Breeding and Genetics |

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|-----------------------------|-------------|--|--|--|--|--|--|--|--|--|
| Total Over-all Rating | 76.32 | | | | | | | | | |
| Average Rating | 4.77 | | | | | | | | | |
| Adjectiv al Rating | Outstanding | | | | | | | | | |

Designation of Immediate Supervisor

Received by:



DILBERTO O. FERRAREN, Ph.D.
Vice President for Planning
Resource Generation and Auxiliary Services

Date: _____

- 1 – quality
- 2 – Efficiency
- 3 – Timeliness
- 4 - Average

Calibrated by:



REMBERTO A. PATINDOL, Ph.D.
PMT Chair

Date: _____

Recommending Approval:



BEATRIZ S. BELONIAS, Ph.D.
Vice President for Academic Affairs

Date: _____

Approved by:



EDGARDO E. TULIN, Ph.D.
University President

Date: _____