

"Exhibit A"

OFFICE PERFORMANCE COMMITMENT & REVIEW FORM (OPCR)

I, ROMMEL M. GARRIDO JR, 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 July to December, 2021.

January June

**ROMMEL M. GARRIDO Jr.**  
Dept/Unit Head

Approved:

**VICTOR B. ASIO**  
Dean, CAFS



MFOs/PAPs	MFO Description	Success Indicators	Unit/Persons Responsible	Target	Actual Accomplishment	Rating				Remarks
						Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
UMFO 1.	Advance Education Services (20%)									
	OVPI MFO 1. Graduate Degree Program Management Services									
	P1.1 Percentage of graduate school faculty engaged in research work applied in any of the following:		Dept. Head and Faculty							
	a. Pursuing advanced research degree program (Ph.D) *									
	b. Actively pursuing			1	1	3	5	5	4.33	

	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			2	3	5	5	5	5	*Rommel M. Garrido Jr.  *Jedi Joy B. Mahilum  *Marissa B. Barbosa
	<b>OVPI MFO 2. Graduate Student Management Services</b>									
	PI.1 Percentage of graduate students enrolled in		Dept. Head & Faculty							

	research degree program*									
	PI.2: Percentage of accredited graduate programs*		Dept. Head & Faculty							
	PI.3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty							
	PI 4: Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty							
	PI 5: Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty							
	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		Dept. Head							

	advised *		& Faculty							
	<b>PI 9:</b> Number of instructional materials developed *		Dept. Head & Faculty							
	On-line ready courseware									
	Flexible instructional materials									
	Assessment tools									
	<b>PI 10:</b> Number of virtual classrooms created and operationalized									
<b>UMFO.2</b>	<b>Higher Education Services (50%)</b>									
	<b>PI.1:</b> Percentage of first time licensure exam takers that pass the licensure exams *		Dept. Head & Faculty	50%						The PRC scheduled exam was moved due to Pandemic (COVID-19)
	<b>PI.2</b> Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	50%	77% (17/22)	5	5	5	5	
	<b>PI.3</b> Percentage of undergraduate student		Dept. Head & Faculty							



	population enrolled in CHED-identified and RDC-identified priority programs *									
	PI.4 Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty							
	PI.5 Total FTE, coordinated, implemented and monitored *		Dept. Head & Faculty	90	12.35	3	5	5	4.33	
	PI.8 Number of students advised: *		Dept. Head & Faculty							
	<i>On thesis/ field practice/special problem</i>			2	4	5	5	5	5	
	<i>No. of approved manuscript submitted within prescribed period</i>									
	<i>On consultation</i>			2	191	5	5	5	5	
	<b>PI 9:</b> Number of student organizations advised/ assisted *		Dept. Head & Faculty							
	<i>Student organizations advised</i>			1	1	5	5	5	5	

	<i>Student organizations assisted on student related activities</i>			1	1	5	5	5	5	
	Pl.10 Number of instructional materials developed*		Dept. Head & Faculty							All Plant Breeding major courses are already obedized (OBE) but needs revision
	On-line ready courseware		Dept. Head & Faculty	9	19	5	5	5	5	*PBre 11 (Mahilum)  *Biol22p (Deroy,)  *PBre 114 (Garrido, Babrosa)  *PBre 122 (Garrido, Deroy, Mahilum, Babrosa)  *PBre 111 (Garrido)  *PBre 131 (Mahilum)  *PBre 115 (Arce)  *BTec 110 (Ferraren)  *PBre 197 (Moreno, Pido)  *PBre 114 (Pido, Moreno)  *PBre 199A (Pido)
	Flexible instructional materials		Dept. Head & Faculty	2	8	5	5	5	5	

	Assessment tools		Dept. Head & Faculty	2	7	5	5	5	5	
	PI 10. Number of virtual classrooms created and operationalized		Dept. Head & Faculty	9	9	5	5	5	5	*PBre 11 (Mahilum)  *Biol22p (Deroy,)  *PBre 114 (Garrido, Babrosa)  *PBre 122 (Garrido, Deroy, Mahilum, Babrosa)  *PBre 111 (Garrido)  *PBre 131 (Mahilum)  *PBre 115 (Arce)  *BTec 110 (Ferraren)  *PBre 197 (Moreno, Pido)  *PBre 114 (Pido, Moreno)  *PBre 199A (Pido)
	PI 11. Additional Outputs		Dept. Head & Faculty							
UMFO 3	RESEARCH SERVICES (10%)									
	PI 1. Number of research outputs in the last three (3) years		Dept. Head & Faculty							

[illegible]



	awards (research conducted by faculty or student w/ faculty)									
<b>MFO 4</b>	<b>EXTENSION SERVICES (10%)</b>									
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *		Dept. Head & Faculty							
	<b>PI 2.</b> Number of trainees weighted by the length of training *		Dept. Head & Faculty							
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *		Dept. Head & Faculty							
	<b>PI 4.</b> 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							
	<b>PI 5.</b> Number of technical/expert		Dept. Head & Faculty							

	<i>services *</i>									
	<i>Research Mentoring</i>									
	<i>Peer reviewers/Panelists</i>									
	<i>Resource Persons</i>									
	<i>Convenor/Organizer</i>									
	<i>Consultancy</i>									
	<i>Evaluator</i>									
	<b>PI 8.</b> Percent of extension proposals approved *		Dept. Head & Faculty							
	<b>PI 11.</b> Additional outputs *		Dept. Head & Faculty							
	No. of extension- related awards (extn. conducted by faculty or student & faculty) *									
<b>MFO 5</b>	<b>Support to Operations</b>									
	<i>OVPI MFO 1. Faculty Development Services</i>									
	<b>PI 1:</b> Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *		Dept. Head & Faculty							

	OVPI MFO 2 Faculty Recruitment/ Hiring Services									
	<b>PI 2:</b> Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *		Dept. Head & Faculty							
	OVPI MFO 3. Faculty Evaluation Services									
	<b>PI 3:</b> Number of seminars/trainings/ conventions/workshops coordinated for entire university *		Dept. Head & Faculty	5	43	5	5	5	5	
	<b>PI 4:</b> Number of seminars/trainings/ conventions/workshops coordinated outside of the university *		Dept. Head & Faculty	1	5	5	5	5	5	
	<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *		Dept. Head & Faculty	80%	100%	5	5	5	5	TPES 1 <sup>st</sup> SEM AY 2020-2021
	<b>PI 6 :</b> Number of in-house seminars/trainings/ workshops/reviews conducted *		Dept. Head & Faculty							
	<b>PI 7 :</b> Additional		Dept. Head							



	outputs *		& Faculty							
	Number of faculty/staff awards/honors received related to operations support									
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	<b>PI 8.</b> 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	50%	50%	4	5	5	4.33	
<b>MFO 6</b>	<b>General Admin. &amp; Support Services (GASS)</b>									
	<b>PI 1.</b> Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	50%	50%	4	5	5	4.33	
	<b>PI 2.</b> Zero percent complaint from clients served		Dept. Head & all faculty & staff							
	<b>PI 3.</b> Number of coaching sessions among faculty & staff**		Dept. Head	1	5	5	5	5	5	
	<b>PI 4.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of		Dept. Head	1	5	5	5	5	5	



	department targets**									
	<b>PI 5.</b> Number of monthly/special faculty & staff meetings conducted**		Dept. Head	1	5	5	5	5	5	
	<b>PI 3:</b> Additional Outputs		Dept. Head & all faculty & staff							
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *									
<b>Total Over-all Rating</b>	101.65									
<b>Average Rating</b>	4.84									
<b>Adjectival Rating</b>	Outsanding									

Designation of Immediate Supervisor

Received by:

  
**DANIEL LESLIE S. TAN**  
 Planning Office  
 Date: JUL 15 2021


Calibrated by:

  
**REMBERTO A. PATINDOL, Ph.D.**  
 PMT Chair  
 Date: 7/13/21

Recommending Approval:

**BEATRIZ S. BELONIAS, Ph.D.**  
 Vice President for Academic Affairs  
 Date: 7/12/2021

Approved by:

  
**EDGARDO E. TULIN, Ph.D.**  
 University President  
 Date: \_\_\_\_\_

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