VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, VICTOR B. ASIO, Dean of the College of Agriculture and Food Science (CAFS), 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 (Accomplishment)

VICTOR B. ASIO
College Dean

Date: _____

BEATRIZ S. BELONIAS
Vice President for Acad. Affairs

Date: _____

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

Personnel	Min. FTE	Total FTE (1x2,	Research	Extension
Department Head	9	60	540.0	14	1
Faculty w/ Univ. Designated Position	6	19	115.1	0	1
Regular Faculty (VSL)*	74	##	8658.0	3	1
Regular Faculty (TLS)*	60	##	7200.0	0	0
Part time Faculty	4	54	216.0	0	0
Affiliate	10	29	290.0		
Admin Staff Members		-	0.0		
TOTAL:		##	17019	17	3

RDE Commitments***: Research, Extension

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

Note:

* On vacation-sick-leave status. Ratio of Instruction and RDE commitmtents 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)*

MFO No.	Success/Performance Indicator (PI)			Units/Persons Responsible	Consolidated Targets of all acad. departments*	Actual Accomplishments % Accom-plishment as of Dec. 2020	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)
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: *									
		a.	pursuing advanced research degree program (Ph.D) *	College Dean & Dept. Heads	17%	33%	5	5	5	5.00	
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	College Dean & Dept. Heads	80%	83%	5	5	5	5.00	
		c.	producing technologies for commercialization or livelihood improvement	College Dean & Dept. Heads	12	83%	5	5	5	5.00	
		d.	whose research resulted in an extension program	College Dean & Dept. Heads	12	74	5	5	5	5.00	
	OVPI MFO 2. Graduate Student Management Services										
	PI 1: Percentage of graduate students enrolled in research degree programs *			College Dean & Dept. Heads	90	100	5	5	5	5.00	
	PI 2: Percentage of accredited graduate programs *			College Dean & Dept. Heads	100	100	5	5	5	5.00	

	PI 3: Number of graduate degree specializations offered and monitored *	College Dean & Dept. Heads	18	22	5	5	5	5.00	
	4: Total FTE coordinated, implemented & monitored	College Dean & Dept. Heads	106	108	5	5	5	5.00	
	PI 5: Percentage increase in number of graduate students enrolled *	College Dean & Dept. Heads	50	42	5	5	5	5.00	
	PI 6: Percentage increase in number of students who graduated within prescribed period *	College Dean & Dept. Heads	80	-	-	-	-	-	
	PI 7: Number of graduate students awarded with honors/distinction *	College Dean & Dept. Heads	none	none	5	5	5	5.00	
	PI 8: Number of graduate students advised *	College Dean & Dept. Heads	82	123	5	5	5	5.00	
	PI 9: Number of instructional materials developed *	College Dean & Dept. Heads	10	1628	5	5	5	5.00	
	On-line ready courseware	College Dean & Dept. Heads	30	56	5	5	5	5.00	
	Flexible instructional materials	College Dean & Dept. Heads	30	194	5	5	5	5.00	
	Assessment tools	College Dean & Dept. Heads	35	1378	5	5	5	5.00	
	PI 10: Number of virtual classrooms created and operationalized	College Dean & Dept. Heads	20	30	5	5	5	5.00	
MFO 2	HIGHER EDUCATION SERVICES (50%)								
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	College Dean & Dept. Heads	60	No Exam	5	5	5	5.00	

	PI 2. Percentage of graduates (2 years prior) that are employed *	College Dean & Dept. Heads	80	82	5	5	5	5.00	
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	College Dean & Dept. Heads	100	100	5	5	5	5.00	
	PI 4. Percentage of undergraduate programs with accreditations *	College Dean & Dept. Heads	100	100	5	5	5	5.00	
	PI 5: Total FTE, coordinated, implemented and monitored *	College Dean & Dept. Heads	966	756	5	5	5	5.00	
	PI 8: Number of students advised: *								
	On thesis/ field practice/special problem	College Dean & Dept. Heads	235	375	5	5	5	5.00	
	No. of approved manuscript submitted within prescribed period	College Dean & Dept. Heads	125	125	5	5	5	5.00	
	On consultation	College Dean & Dept. Heads	156	375	5	5	5	5.00	
	PI 9: Number of student organizations advised/ assisted *								
	Student organizations advised	College Dean & Dept. Heads	7	15	5	5	5	5.00	
	Student organizations assisted on student related activities	College Dean & Dept. Heads	6	15	5	5	5	5.00	
	PI 10: Number of instructional materials developed *								
	On-line ready courseware	College Dean & Dept. Heads	40	107	5	5	5	5.00	

	Flexible instructional materials	College Dean & Dept. Heads	40	307	5	5	5	5.00	
	Assessment tools	College Dean & Dept. Heads	83	2292	5	5	5	5.00	
	PI 10: Number of virtual classrooms created and operationalized	College Dean & Dept. Heads	25	107	5	5	5	5.00	
	PI 11: Additional Outputs	College Dean & Dept. Heads	none	none	-	-	-	-	
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 *	College Dean & Dept. Heads	3	15	5	5	5	5.00	
	PI 2. Number of research outputs completed within the year *	College Dean & Dept. Heads	13	16	5	5	5	5.00	
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year *		100	115	5	5	5	5.00	
	In refereed int'l journals	College Dean & Dept. Heads	40	15	5	5	5	5.00	
	In refereed nat'l/regional journals	College Dean & Dept. Heads	40	2	5	5	5	5.00	
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *								
	In int'l fora/conferences	College Dean & Dept. Heads	2	1	5	5	5	5.00	
	In nat'l/regional fora/conferences	College Dean & Dept. Heads	10	4	5	5	5	5.00	

	PI 5. Percent of research proposals approved *	College Dean & Dept. Heads	25	25	5	5	5	5.00	
	PI 6. Additional outputs *								
	No. of research-related awards (research conducted by faculty or student w/ faculty)	College Dean & Dept. Heads	4	9	5	5	5	5.00	
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 *	College Dean & Dept. Heads	14	75	5	5	5	5.00	
	PI 2. Number of trainees weighted by the length of training *	College Dean & Dept. Heads	1080	1144	5	5	5	5.00	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	College Dean & Dept. Heads	23	23	5	5	5	5.00	
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	College Dean & Dept. Heads	95	97	5	5	5	5.00	
	PI 5. Number of technical/expert services *	College Dean & Dept. Heads							
	Research Mentoring		6	25	5	5	5	5.00	
	Peer reviewers/Panelists		11	24	5	5	5	5.00	
	Resource Persons		15	26	5	5	5	5.00	
	Convenor/Organizer		2	5	5	5	5	5.00	
	Consultancy		2	2	5	5	5	5.00	
	Evaluator		8	7	5	5	5	5.00	
	PI 8. Percent of extension proposals approved	College Dean & Dept. Heads	60	50	5	5	5	5.00	
	PI 11. Additional outputs *	College Dean & Dept. Heads							
	No. of extension-related awards (extn. conducted by faculty or student & faculty)	College Dean & Dept. Heads	2	-	-	-	-	-	

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 *	College Dean & Dept. Heads	18	4	5	5	5	5.00	
OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	College Dean & Dept. Heads	10	10	5	5	5	5.00	
OVPI MFO 3. Faculty Evaluation Services									
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	College Dean & Dept. Heads	4	12	5	5	5	5.00	
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	College Dean & Dept. Heads	2	13	5	5	5	5.00	
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	College Dean & Dept. Heads	99	100	5	5	5	5.00	
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted/attended *	College Dean & Dept. Heads	3	50	5	5	5	5.00	
	PI 7 : Additional outputs								
	Number of faculty/staff awards/honors received related to operations support	College Dean & Dept. Heads	none	8	5	5	5	5.00	
OVPI MFO 4. Program and Institutional Accreditation Services									
	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	Dean & Dept. Heads	zero Non Conformity	1 NC	5	5	5	5.00	

MFO 6	General Admin. & Support Services (GASS)								
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC	College Dean & Dept. Heads	10	61	5	5	5	5.00	
	PI 2. Zero percent complaint from clients served	All faculty & staff	minor complaint	100	5	5	5	5.00	
	PI 3. Number of coaching sessions among department heads, faculty & staff ***	Dean and Dept. Heads	18	28	5	5	5	5.00	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure	Dean and Dept. Heads	19	18	5	5	5	5.00	
	PI 5. Number of regular executive committee meetings conducted ***	College Dean	51	27	5	5	5	5.00	
	PI 6: Additional Outputs								
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies *	Deans & Dept. Heads	1	31	5	5	5	5.00	explain here briefly why said College wide practice can be considered a best practice
	1-Seednet rice production 1-Availability of quality milled rice at low price 1-Involvement of thesis students in departments reseach projects 1-Integrating research resuts in instructional materials								DA
	1-Involvement of thesis students in departments reseach projects 1-Integrating research resuts in instructional materials								DAEEx
	1-Native pigs demo farm 1-Native chicken demo farm 1-Involvement of thesis students in departments reseach projects 1-Integrating research resuts in instructional materials								DAS
	1-Involvement of thesis students in departments reseach projects 1-Integrating research resuts in instructional materials 1-International linkages with USA, China & Netherlands, Japan, Korea 1-DYDC-FM is an assest to DDC for its real developement communication programs 1-4 DDC Faculty are now given university responsibilities and headships								DDC
	1-Industry driven research 1-commercialization of technologies 1-Involvement of thesis students in departments reseach projects 1-Integrating research resuts in instructional materials								DFST

	1-Involvement of thesis students in departments reseach projects 1-Integrating research resuts in instructional materials 1-Giving of fresh vegetables, seed and seedlings				DOH
	1-Involvement of thesis students in departments reseach projects 1-Integrating research resuts in instructional materials				DPBG
	1-Involvement of thesis students in departments reseach projects 1-Integrating research resuts in instructional materials				DPM
	1-Availability of quality milled rice at low price 1-Involvement of thesis students in departments reseach projects 1-Integrating research resuts in instructional materials 1-Free fertilizer recommendation services				DSS
Total Over-all Rating				330.00	
Average Rating			2	5.00	
Adjectival Rating				OUTSTANDING	

Received by:

_____
Planning Office

DANIEL LESLIE S. TAN
Director for Planning and Infrastructure
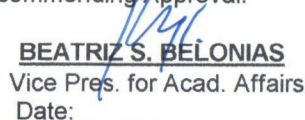Project Development and Monitoring
Da_____

Calibrated by:

REMBERTO A. PATINDOL
Chairman, PMT
Date: _____

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Acad. Affairs
Date: _____

Approved:

EDGARDO E. TULIN
President
Date: _____

*   The College target should be equal to the consolidated target of the departments under the College.

**   To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

*** No percentage weight for ranking purposes since the Office of the Dean is automatically attached to the highest ranking department under him.