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GP#307

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BY: [Signature]

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*** Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (*UMFO 3*) and extension (*UMFO 4*))

[illegible]

	a.	pursuing advanced research degree program (Ph.D) *		14%	14%	100%	2 faculty members are studying Phd: *Ratilla, Teves	5.0	5.0	5.0	5.0		
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		71%	36%	50%	5 faculty members are conducting research activities; *Abamo, Tan, Paradero, Teves, Ratilla	4.0	4.0	4.0	4.0		
	c.	producing technologies for commercialization or livelihood improvement		0%	0%	0%							
	d.	whose research resulted in an extension program		29%	21%	75%	1 on-going extension project done by 3 graduate faculty members	4.5	4.0	4.0	4.2		
OVPI MFO 2. Graduate Student Management													
	PI1: Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty	100%	50%	50%		4.0	3.5	3.5	3.7		2%
	PI2: Percentage of accredited graduate programs *		Dept. Head & Faculty	1	1	100%	Master of Management	5.0	5.0	5.0	5.0		2%
	PI3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty	2	2	100%	Business management and Agribusiness management	5.0	5.0	5.0	5.0		2%
	PI4: Total FTE coordinated, implemented & monitored*		Dept. Head	32	33	104%		5.0	5.0	5.0	5.0		2%
	PI5: Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty	5%	-18%	-356%	From 73 last sem to 60 graduates this sem	2.0	2.0	2.0	2.0		2%
	PI6: Percentage increase in number of students who graduated within prescribed period *		Dept. Head & Faculty	5%	100%	2000%	From 3 students last sem to 5 students this sem	5.0	5.0	5.0	5.0		2%
	PI7: Number of graduate students awarded with honors/distinction *		Dept. Head & Faculty	2	1	50%	1- VSU scholar	5.0	5.0	5.0	5.0		2%
	PI8: Number of graduate students advised *		Dept. Head & Faculty	15	60	400%	60 MM graduate students	5.0	5.0	5.0	5.0		2%
	PI9: Number of instructional materials developed *		Dept. Head & Faculty										
	On-line ready courseware			8	12	150%		5.0	5.0	5.0	5.0		
	Flexible instructional materials/ supplemental learning resources			7	58	829%		5.0	5.0	5.0	5.0		

20%

	Assessment tools		7	54	771%		5.0	5.0	5.0	5.0		
	PI 10: Number of virtual classrooms created and operationalized		8	17	213%		5.0	5.0	5.0	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	NA									7.5%
	PI 2: Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	70%	35%	50%		4.0	4.0	4.0	4.0		2.5%
	PI 3: Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	30%	10%	32%	736/7604 undergraduate students	3.0	3.0	3.0	3.0		2.5%
	PI 4: Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	1	1	100%	BSAB	5.0	5.0	4.0	4.7		2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	500	584	117%		5.0	5.0	4.0	4.7		20%
	PI 8: Number of students advised: *	Academic adviser	500	736	147%	Total number of students	5.0	5.0	5.0	5.0		
	On thesis/ field practice/special problem	Case study/field practice	80	107	134%	No. of students who are enrolled in Mgmt 189						1%
	No. of approved manuscript submitted within prescribed period		70	102	146%	Assumption: about 5 students did not finish their study	5.0	5.0	5.0	5.0		1%
	On consultation		305	792	260%	Total number of students consulted by the instructors in their IPCR	5.0	5.0	5.0	5.0		0.5%
	PI 9: Number of student organizations advised/ assisted	Dept. Head										
	Student organizations advised		2	2	100%	SABS and LA ministry	5.0	5.0	5.0	5.0		1.25%
	Student organizations assisted on student related activities		1	1	100%	SABS	5.0	5.0	5.0	5.0		1.25%
	PI 10: Number of instructional materials developed *	Dept. Head										10%
	On-line ready courseware	Dept. Head & Faculty	47	122	260%		4.0	4.0	4.0	4.0		
	Flexible instructional materials	Dept. Head & Faculty	20	233	1165%		5.0	5.0	5.0	5.0		
	Assessment tools	Dept. Head & Faculty	40	160	400%		5.0	5.0	5.0	5.0		
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	47	63	134%		5.0	5.0	5.0	5.0		

	PI 11: Additional Outputs	Dept. Head & Faculty	8	4	50%		4.0	4.0	4.0	4.0		
	Program Accreditation/ evaluation			2		*Salabao	5.0	5.0	4.0	4.7		
	Agency/firm/industry linkages			4		*Abamo and Bongat	5.0	5.0	5.0	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	12	6	50%	*Abamo, Bongat, Tan, Dalin-as, Paradero, Salabao	5.0	5.0	4.0	4.7		2%
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	2	4	200%	*Abamo(1), Bongat (3), Tan (4)	5.0	5.0	5.0	5.0		2%
	PI 3. Percentage of research outputs published in	Dept. Head										
	<i>In refereed int'l journals</i>		50%	100%	200%	2 out of 2; *Abamo(1), Tan (1)	5.0	5.0	5.0	5.0		1.50%
	<i>In refereed nat'l/regional journals</i>		50%	0%	0%	0 out of 3; Gapasin still in process	3.0	3.0	3.0	3.0		0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty										
	<i>In int'l fora/conferences</i>		3	1	33%	*Abamo	4.0	4.0	4.0	4.0		1.50%
	<i>In nat'l/regional fora/conferences</i>		3	1	33%	*Abamo	4.0	4.0	4.0	4.0		0.50%
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	20%	100%	500%	3 out of 2; *Bongat(1), Paradero (2)	5.0	5.0	5.0	5.0		0.5%
	PI 6. Additional outputs*	Dept. Head										
	No. of research-related awards (research conducted by faculty or student w/ faculty)											
	No. of journal articles or scientific papers received and reviewed as peer-reviewer			3		*Abamo(1), Paradero (1), Tan (1)	5.0	5.0	5.0	5.0		1.50%
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	6	6	100%	*Abamo, Aguinaldo, Bongat, Paradero, Penalosa, Gapasin	5.0	5.0	5.0	5.0		2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	100	346	346%	*Abamo, Bongat, Pomida, Gapasin	5.0	5.0	5.0	5.0		2%

10%

	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	2	1	50%	*Aguinaldo, Alacio, Bongat, Pugosa, Gapasin (Together in an extension program)	5.0	5.0	5.0	5.0		2%
	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%	95%	190%	Bongat	5.0	5.0	5.0	5.0		1%
	PI 5. Number of technical/expert services *	Dept. Head		1		*Abamo	5.0	5.0	5.0	5.0		1%
	Research Mentoring		4	3	75%	*Abamo(2), Bongat(1)	5.0	5.0	5.0	5.0		
	Peer reviewers/Panelists		1	1	100%	*Abamo(2)	5.0	5.0	5.0	5.0		
	Resource Persons		27	9	33%	*Abamo(3), Bongat (2), Penalosa (3), Gapasin (1)	3.0	3.0	3.0	3.0		
	Convenor/Organizer		2	3	150%	*Bongat (3)	5.0	5.0	5.0	5.0		
	Consultancy											
	Evaluator											
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	20%	100%	500%	1 out of 0; Abamo (1)	5.0	5.0	4.0	4.7		0.5%
	PI 11. Additional outputs *	Dept. Head										
	No. of extension-related awards (extrn. conducted by faculty or student & faculty) *											
	Other outputs implementing the new normal due to covid 19			1		*Gapasin	5.0	5.0	5.0	5.0		1.5%
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	2	2	100%	*Teves and Ratilla	5.0	5.0	5.0	5.0		0.625%
	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	4	8	200%	*No. of newly hired	5.0	5.0	5.0	5.0		0.125%
	OVPI MFO 3. Faculty Evaluation Services											
	PI 3: Number of seminars/trainings/conventions/workshops coordinated for entire university *	Dept. Head & Faculty										0.25%
	PI 4: Number of seminars/trainings/conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	2	14	700%	*Abamo(10), Bongat(5), Pomida(1), Gapasin(4)	5.0	5.0	5.0	5.0		0.25%

10%

	PI5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	70%	100%	143%	All faculty members got either very satisfactory or outstanding	5.0	5.0	5.0	5.0		0.75%
	PI6 : Number of in-house seminars/trainings/workshops/reviews conducted *	Dept. Head & Faculty	3	2	67%	ACIAR-GAP project (Bongat and Tan) and ACIAR-SRA project (Abamo, Bongat and Tan);	5.0	5.0	5.0	5.0		0.25%
	PI7 : Additional outputs *	Dept. Head										
	Number of faculty/staff awards/honors received related to operations support											0.25%
	OVPI MFO 4. Program and Institutional Accreditation Services											
	PI8: 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	Zero non-conformity	100%		5.0	5.0	5.0	5.0		2.50%
MFO 6	General Admin. & Support Services											
	PI1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head	1	1	100%		5.0	5.0	5.0	5.0		1%
	PI2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	Zero non-conformity	Zero non-conformity	100%		5.0	5.0	5.0	5.0		2%
	PI3. Number of coaching sessions among faculty & staff**	Dept. Head	5	8	160%		5.0	5.0	5.0	5.0		
	PI4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	4	4	100%		5.0	5.0	5.0	5.0		
	PI5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	12	19	158%	19 Meetings were conducted from January to June 2021	5.0	5.0	5.0	5.0		
	PI3: Additional Outputs	Dept. Head										

5%

	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *			2	200%	Zumba and Eating together sometimes to build camaraderie	5.0	5.0	5.0	5.0		2%
Admin Support Services												
	Membership in University committees	Member	5	1			3.5	3.0	3.0	3.2		
	Membership in College committees	Member	4	0			3.0	3.0	3.0	3.0		
	Membership in the Department committees	Member	19	14			5.0	5.0	5.0	5.0		
Dept.Head	Number of department meetings presided		12	19			5.0	5.0	5.0	5.0		
	Number of execom meetings attended		10	7			5.0	5.0	5.0	5.0		
	Number of UAC mtgs attended		2	1			4.0	3.0	3.0	3.3		
	Prompt submission of required documents											
	Annual Report		1	0			3.0	3.0	3.0	3.0		
	Procurement Plan		1	0			3.0	3.0	3.0	3.0		
	Staff Development Plan		1	0			3.0	3.0	3.0	3.0		
	OPCR/ IPCR		30	16			5.0	5.0	5.0	5.0		
	Number of FacultyMentored		19	15			5.0	5.0	5.0	5.0		
	Number of admin staff supervised		3	3			5.0	5.0	5.0	5.0		
	Number of department activities supervised		3	10			5.0	5.0	5.0	5.0		
	Number of faculty members for study leave		2	3			4.0	4.0	4.0	4.0		
	Number of supervisory plans prepared and submitted		2	1			4.0	3.0	3.0	3.3		
	Number of coaching and mentoring reports		2	1			4.0	3.0	3.0	3.0		
	Number of class observation conducted		10	1			4.0	3.0	3.0	3.3		
Total Over-all Rating										8.33333		
Average Rating				58%						4.54		
Adjectival Rating										Outstanding		

5%
50%

Received by:

DILBERTO O. FERRAREN

VP for Planning, Res. Gen. & Aux. Services

Date: **AUG 11 2021**

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT

Date: _____

Recommending Approval:

BEATRIZ S. BELONIAS

Vice Pres. for Academic Affairs

Date: _____

EDGARDO E. TULIN

President

Date: _____

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

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No percentage weight for ranking purposes since these are activities only expected to be performed at the department level