VISAYAS STATE UNIVERSITY

Departme
COLLEGE OF AGRICULTURE AND FOOD SCIENCE
VISAYAS STATE UNIVERSITY

RECEIVED
12 OCT 2020
OVPPRGAS

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, ROSARIO A. SALAS, Head of the Department of Department of Horticulture, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January -June 2020.

ROSARIO A. SALAS
Department Head
Date: _____

VICTOR B. ASIO
College Dean
Date: _____

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

Personnel	*Number*	*Min. FTE (2)*	*Total FTE (1x2)*	RDE Commitments*** Research	Publication	Extension
Department Head	-	0	36.6	7.0	1	2
Faculty w/ Univ. Designated Position	-	0	14	1.0	1	0
Regular Faculty (VSL)*	-	0	230.2	9.0	2	1
Regular Faculty (TLS)*	-	0	#VALUE!	0.0	0	0
Part time Faculty/AFFILIATE	-	0	128.5	0.0	0	0
Admin Staff Members	-	0	35.1			
TOTAL			444	17.0	4	3

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	Department Target	Actual		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
							% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
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:		Dept. Head & Faculty									4%
		a.	pursuing advanced research degree program (Ph.D) *			3	3.00		48	48	48	48		
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)			1	3.00		5	5	5	5		
		c.	producing technologies for commercialization or livelihood improvement			1	1.00		4.8	4.8	4.8	4.8		
		d.	whose research resulted in an extension program			1	1.00		4.8	4.8	4.8	4.8		
	OVPI MFO 2. Graduate Student Management Services													
	PI 1: Percentage of graduate students enrolled in research degree programs *				Dept. Head & Faculty	50.00%	100.00		5	5	5	5		2%
	PI 2: Percentage of accredited graduate programs *				Dept. Head & Faculty	50.00%	100.00		5	5	5	5		2%
	PI 3: Number of graduate degree specializations offered and monitored *				Dept. Head & Faculty	2	2.00		48	48	48	48		2%
	PI 4: Total FTE coordinated, implemented & monitored*				Dept. Head & Faculty	43	14.83		3	3	3	3		2%
	PI 5: Percentage increase in number of graduate students enrolled *				Dept. Head & Faculty	5.00%	5.00		4.8	4.8	4.8	4.8		2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *				Dept. Head & Faculty	2%								2%
	PI 7: Number of graduate students awarded with honors/distinction *				Dept. Head & Faculty									2%
	PI 8: Number of graduate students advised *				Dept. Head & Faculty	32	37.00		5	5	5	5		2%
	PI 9: Number of instructional materials developed *				Dept. Head & Faculty									

	On-line ready courseware		Faculty	5 subjects	4 subjects						RASalas- Hort 252; ADRamos-Hort 209; MMBenitez-Hort 217, CCArradaza-Hort 273; ZCGonzaga- Hort 241; RDTroyo-Hort222; GEBancale-Hort 221; DPLina-Hort243;	
	Flexible instructional materials		Faculty	2 subjects	2 subjects		4.8	4.8	4.8	4.8	Powerpoint	
	Assessment tools		Faculty	2 subjects	2 subjects		4.8	4.8	4.8	4.8	Term Exam	
	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	1 classroom	1 classroom		4.8	4.8	4.8	4.8		
MFO 2	**HIGHER EDUCATION SERVICES (50%)**											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		Dept. Head & Faculty	60%							University target	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty									2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		Dept. Head & Faculty									2.5%
	PI 4. Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty	BSA- 100%	BSA- 100%		4.8	4.8	4.8	4.8	1-BSA	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		Dept. Head & Faculty	289	191.30		4.8	4.8	4.8	4.8		20%
	PI 8: Number of students advised: *		Dept. Head & Faculty	118	114.00		4.8	4.8	4.8	4.8		
	On thesis/ field practice/special problem											1%
	No. of approved manuscript submitted within prescribed period											1%
	On consultation											0.5%
	PI 9: Number of student organizations advised/ assisted *		Dept. Head & Faculty	1	1.00		4.8	4.8	4.8	4.8		

	Student organizations advised			1	1.00							1.25%
	Student organizations assisted on student related activities											1.25%
	PI 10: Number of instructional materials developed *		Dept. Head & Faculty								Title and name of faculty	10%
	On-line ready courseware		Faculty	9 subjects	14 subjects		4.8	4.8	4.8	4.8	RASalas- Hort 141/Hort22; ADRamos-Hort 144; MMBenitez-Hort 111, CCArradaza-Hort 173; ZCGonzaga- CropSci22/Hort22; RDTroyo-Hort122; GEBancale-Hort121; DPLina-Hort143; SBVillocinto-Hort22/Hort199	
	Flexible instructional materials		Faculty	9 subjects	5 subjects		4.8	4.8	4.8	4.8	Powerpoint	
	Assessment tools		Faculty	9 subjects	5 subjects		4.8	4.8	4.8	4.8	Term Exam	
	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	1 classroom	1 classroom		4.8	4.8	4.8	4.8		
	PI 11: Additional Outputs		Dept. Head & Faculty									
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	RAS-1; ZCG-1; RAS&ZCG-1	2.00						Protected Cultivation and Hydroponics	2%
	PI 2. Number of research outputs completed within the year *		Dept. Head & Faculty	RAS-4; ZCG-3;SBV-1;ADR-1;DPL-1							needs project titles	2%

	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *		Dept. Head & Faculty	ZCG-1; RAS-2	2.00						Yield and Postharvest Qualities of two Genotypes of Eggplant (Solanum melongena L.) Applied with Different Levels of Chicken dungJanuary 2020, Environment Asia 13 (Special issue) (2020) 81-86 DOI 10.14456/ea.2020.25 ISSN 1906-1714: ONLINE ISSN: 2586-8861Productivity, Pigment Composition and Chemical Characteristics of Kale (Brassica oleraceaL.) Cultivated with Different Ages of Organic Nutrient Solutions under Aggregate Hydroponic SystemJanuary 2020, Environment Asia 13 (Special issue) (2020) 72-80 DOI 10.14456/ea.2020.24ISSN 1906-1714: ONLINE ISSN: 2586-8861 The official journal published by the Thai Society of Higher Education	
	In refereed int'l journals										January 2020, Environment Asia 13	1.50%
	In refereed nat'l/regional journals											0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *		Dept. Head & Faculty								ISSN 1906-1714: ONLINE ISSN: 2586-8861	
	In int'l fora/conferences											1.50%
	In nat'l/regional fora/conferences											0.50%
	PI 5. Percent of research proposals approved *		Dept. Head & Faculty	1	1.00		4.5	4.5	4.5	4.5	PCAARRD funded-Upgrading of DOH PTC Lab	0.5%

	PI 6. Additional outputs*		Dept. Head & Faculty									
	No. of research-related awards (research conducted by faculty or student w/ faculty)											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	1	2		5	5	5	5	Ormoc and Baybay	2.0%
	PI 2. Number of trainees weighted by the length of training *		Dept. Head & Faculty									2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *		Dept. Head & Faculty	3	3		4.8	4.8	4.8	4.8		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	100%	100%		4.8	4.8	4.8	4.8		1%
	PI 5. *Number of technical/expert services* *		Dept. Head & Faculty									1%
	Research Mentoring						4.8	4.8	4.8	4.8		
	Peer reviewers/Panelists			1	1							
	Resource Persons			1	1		4.8	4.8	4.8	4.8		
	Convenor/Organizer											
	Consultancy											
	Evaluator											
	PI 8. Percent of extension proposals approved *		Dept. Head & Faculty	1	2		5	5	5	5		0.5%
	PI 11. Additional outputs *		Dept. Head & Faculty									
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *											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	3	3.00		4.8	4.8	4.8	4.8	ADValida; BEBancale; RDTroyo	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	1	1.00		4.8	4.8	4.8	4.8	1-Part-timer	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									0.25%
	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		4.8	4.8	4.8	4.8		0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *		Dept. Head & Faculty									0.25%
	PI 7 : Additional outputs *		Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support											0.25%
	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								Zero non-conformity (No NC)	2.50%
MFO 6	**General Admin. & Support Services (GASS)**												

	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	2	2.00								1%
	PI 2. Zero percent complaint from clients served		Dept. Head & all faculty & staff										2%
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	2									
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	4	2.00								
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	4	3.00								
	PI 3: Additional Outputs		Dept. Head & all faculty & staff										
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *										explain here briefly why consider said department practice can be considered as a best practice		2%
Total Over-all Rating								4.9					
Average Rating					**24.14%**								
Adjectival Rating								4.9					

Received by:

Planning Office
Date:

Calibrated by:

REMBERTO A. PATINDOL
Chairman, PMT
Date:

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Instruction
Date:

Approved:

EDGARDO E. TULIN
President
Date:

* **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**