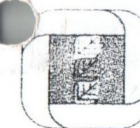
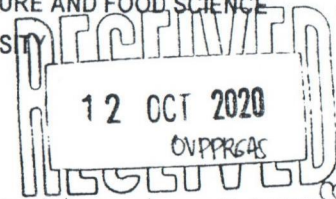




VISAYAS
STATE UNIVERSITY



Department
COLLEGE OF AGRICULTURE AND FOOD SCIENCE
VISAYAS STATE UNIVERSITY



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 commitments should be 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/Person s Responsible	Department Target	Actual		Rating				Remark (Details of the targetted outputs indicators with *)
							% Accom- plishment	Details of Accom- plishments	Quality	Efficiency	Timeliness	Average	
MFO 1			ADVANCED EDUCATION SERVICES (20%)										

% weight

[illegible]

	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		4.5	4.8	4.8	4.5		RASalas- Hort 141/Hort22; ADRamos-Hort 144; MMBenitez-Hort 111, CCarradaza-Hort 173; ZCGonzaga- CropSci22/Hort22; RDTroyo-Hort122; GEBancala-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		4.5	4.8	4.8	4.5			
	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 dung January 2020, Environment Asia 13 (Special issue) (2020) 81-86 DOI 10.14456/ea.2020.25 ISSN 1906-1714: ONLINE ISSN: 2586-8861 Productivity, Pigment Composition and Chemical Characteristics of Kale (Brassica oleracea L.) Cultivated with Different Ages of Organic Nutrient Solutions under Aggregate Hydroponic System January 2020, Environment Asia 13 (Special issue) (2020) 72-80 DOI 10.14456/ea.2020.24 ISSN 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		4.8	4.8	4.8	4.8	PCAARRD funded-Upgrading of DOH PTC Lab	0.5%

[illegible]

[illegible]

	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																	
Average Rating																	
Adjectival Rating																	

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