



**VISAYAS**  
STATE UNIVERSITY



Department of Agricultural Education and Extension  
**COLLEGE OF AGRICULTURE AND FOOD SCIENCE**  
**VISAYAS STATE UNIVERSITY**  
Visca, Bawbaw Citv. Leyte

**OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)**

I, Henry Y. Goltiano, Head of the Department of Agricultural Education and Extension, accomplished the following targets for the period January - June 2020.

**HENRY Y. GOLTIANO**

Department Head

Date: \_\_\_\_\_

**VICTOR B. ASIO**

College Dean

Date: \_\_\_\_\_



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

Personnel	Num (1)	Min. FTE (2)	Total FTE (1x2)		RDE Commitments***		
					Research	Publication	Extension
Department Head	1	4			0.0	1	1
Faculty w/ Univ. Designated Position	1	2.5			0.0	1	1
Regular Faculty (VSL)**	4	12			2.0	0	0
Regular Faculty (ILS)**	0	0			0.0	0	0
Study Leave	1						
GIA	1						
Admin Staff Members (JO)	2						
<b>TOTAL:</b>	<b>11</b>	<b>18.5</b>			<b>2.0</b>	<b>2</b>	<b>2</b>

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/Persons Responsible	Department Target	Actual		Rating				Remark (Details of the targetted output 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) *		RBGonzaga, ACMonsanto	28%	50%	Acmonsanto & RBGonzaga (starts her PHD degree effective august 2020)	5	5	5	5.0	*out of 7 faculty, only 4 are not PhD degree holder 2 pursuing PhD/ 4 * 100% = 50%	

	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Dept. Head & Faculty	78%	71%		5	5	4	4.7	pursuing actively in research,.../ 7 faculty * 100%	
	c.	producing technologies for commercialization or livelihood improvement		—								
	d.	whose research resulted in an extension program	Dept. Head & Faculty	—								
<b>OVPI MFO 2. Graduate Student Management Services</b>												
	<b>PI 1:</b> Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty	5%	31%	Graduate Students	5	5	5	5.0	4 undergo-thesisresearch/13 graduate students*100 = 31%	2%
	<b>PI 2:</b> Percentage of accredited graduate programs *		Dept. Head & Faculty	100%	100%	5 graduate Programs	5	5	5	5.0	5/5 * 100 = 100%	2%
	<b>PI 3:</b> Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty	5	6	PhD (2) , MS (2), MAgDev (2)	5	5	5	5.0	offered: Phd in AgEd, MS (AgEx and AgEd), MAgDev (AgEx and AgEd) monitored: PhD in Extn Science -proposed (for Approval of APB and BOR Res.)	2%
	<b>PI 4:</b> Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty	25	16.25		5	5	5	5.0	DAEEEx Faculty graduate subjects for 2nd sem. sy 2019-2020	2%
	<b>PI 5:</b> Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty	10%	14% decrease	2nd Sem sy 19-20 = 15	5	4	4	4.3	1st sem sy 19-20 = 15 2nd sem sy 19-20 = 13	2%
	<b>PI 6:</b> Percentage increase in number of students who graduated within prescribed period *		Dept. Head & Faculty	65%	0							2%
	<b>PI 7:</b> Number of graduate students awarded with honors/distinction *		Dept. Head & Faculty	—	—							2%
	<b>PI 8:</b> Number of graduate students advised *		Dept. Head & Faculty	15	17	HYG, KYT, MCB	5	5	5	5.0	HYG - 3, KYT- 6, MCB - 8	2%
	<b>PI 9:</b> Number of instructional materials developed *		Dept. Head & Faculty									
	On-line ready courseware		Dept. Head & Faculty	3	3		5	5	5	5.0	KYT- Agex 215, MCB- AgEx 233, AgDev 202	
	Flexible instructional materials			3	0							
	Assessment tools		Dept. Head & Faculty	3	25		5	5	5	5.0	HYG - AgEx 246(2), AgEx 217(3), AgEx 216(3), AgEd 316 (2) , VCD- AgEx 218, AgDe 201, KYT - ADED 211, ADED222, AgEd 245, AgEd 242 , MCB - AgEx 233 (4), AgEx 234 (3), AgDev 202 (2)	



	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	1	5		5	5	5	5.0	RYT- ADED 222, AgEx 215 AgEx 233, AgSc 113	MCB -	
MFO 2	HIGHER EDUCATION SERVICES (50%)												
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		Dept. Head & Faculty	52%	0						*No licesure examination due to pandemic		7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	82%	68%	Out of 41 BSDE graduates last 2018, 21 are employed	4	5	5	4.67	28 employed / 41 graduates x100% = 68%		2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		Dept. Head & Faculty	100%	100%	BSA Curriculum	5	5	5	5	*CMO # 14, series 2008, Policies & standards for bachelor of science in agriculture (BSA) program *BOR Resolution No. 81, s. 2018, A Resolution approving the revised curriculum for the bachelor of science in agriculture (BSA) in accordance with unnumbered draft ched memorandum order, series of 2017		2.5%
	PI 4. Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty	100%	100%	BSA Curriculum	5	5	5	5	BSA Program accredited		2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		Dept. Head & Faculty	50	81.00	undergraduate subjects	5	5	5	5	DAEEEx Faculty undergraduate subjects for 2nd sem, sy 2019-2020		20%
	PI 8: Number of students advised: *		Dept. Head & Faculty										
	On thesis/ field practice/special problem		DAEEEx Faculty	20	22	BSDE OJT students	5	5	5	5.0	MYAsas, ATBanayag, ALQBaraoil, JPLBartolome, GMRTCaña, JFFCaña, ACCañas, DACatibo, JGDalmacio, JPGarciano, PAGucela, RCImpuesio, MELamo, MRCIlian,MRMacabilin JAManucay, MRMendoza, JSPulinday, CMCRuta, STSabadalas, CSSasing, CDSorima		1%
	No. of approved manuscript submitted within prescribed period		DAEEEx Faculty	20	19	BSDE OJT students	5	5	4	4.7	MYAsas, ATBanayag, JPLBartolome, GMRTCaña, JFFCaña, ACCañas, DACatibo, JPGarciano, PAGucela, RCImpuesto, MELamo, MRCIlian,MRMacabilin JAManucay, JSPulinday, CMCRuta, STSabadalas, CSSasing, CDSorima		1%
	On consultation		DAEEEx Faculty	10	22	BSDE OJT students	5	5	5	5.0	BSDE OJT students		0.5%
	PI 9: Number of student organizations advised/ assisted *		Dept. Head & Faculty										
	Student organizations advised			1	1	VAExSo	5	5	5	5.0	composed of BSDE and BSA major in AgEx students		1.25%
	Student organizations assisted on student related activities			1	1	VAExSo general meeting	5	5	4	4.7	Due to COVID-19, the activities of VAExSo suspended		1.25%



	PI 10: Number of instructional materials developed *		Dept. Head & Faculty									10%
	On-line ready courseware		Dept. Head & Faculty	5	4		5	5	4	4.7	VCD- AgEx 133, AgEx 132 RBG- AgEx 132 KYT-AgEx 121	
	Flexible instructional materials		Dept. Head & Faculty	5	0							
	Assessment tools		Dept. Head & Faculty	5	26		5	5	5	5.0	HYG-AgEx 132 (10) , VCD- AgEx 132 (4) RBG-AgEx 132, AgEx 141 , MCB- AgSc 113 (10)	
	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	2	3		5	5	5	5.0	VCD- AgEx 132 , RBG-AgEx 132, MCB - AgSc 113	
	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	2	1	HYG	5	4	4	4.3	HYG - The effect of the implementation of the National Greening Program on the socioeconomic status of small holders in Caibrian, Biliran, Philippines	2%
	PI 2. Number of research outputs completed within the year *		Dept. Head & Faculty	2	0						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									
	In refereed int'l journals			—	6	*MCBales - published article, February 2020, International Journal of Disaster Risk Reduction *HYGoltiano- ATR	5	5	5	5.0	MCB- The title of the article "Impact of magnitude 6.5 earthquake on the lives and livelihoods of affected communities: The case of Brgy. Lake Danao, Ormoc City, Leyte Philippines" HYG -Climate change and forest governance: towards sustainable forest management at half mile forest strip and the adjacent communities in Kilimanjaro Region, Tanzania, 40(1):111-125, Jan-June 2018 -The natural environment as a significant factor in farmers and fishermen's notions of peace, 40(1): 126-138, Jan-June 2018 -Distribution, mapping, sustainable harvesting and marketing of laurel leaves (Cinnamomic mindanaense) in Boljoon, Cebu, Philippines, 40(1):89-99, Jan-June 2018 -Determinants of corn farmers to adapt to climate change impacts in Sagbayan, Bohol, Philippines, 40(2):77-89, July-Dec 2018 -Investigating the determinants of cassava domestic supply in the Philippines, 40(2):90-106, July-Dec 2018	1.50%



	In refereed nat'l/regional journals				1	KYTeves	5	5	5	5.0	Development of Edible Packaging Film Utilizing Sweet Potato (Ipomea batatas Lam) Flour and Indian Spinach (Basella rubra Linn) Powder Journal of Science, Engineering & Technology Volume 8 (2020) Available at: www.jstern.org	0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty									title of paper, what for a/conference, where and when presented	
	In int'l fora/conferences		1	0							cannot be done due to the pandemic	1.50%
	In nat'l/regional fora/conferences		1	0							cannot be done due to the pandemic	0.50%
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	10%	10%			5	5	5	5.0	KYT- Training Project on Adaptive Leadership approved by VSU for implementation effective June 2020	0.5%
	PI 6. Additional outputs*	Dept. Head & Faculty										
	No. of research-related awards (research conducted by faculty or student w/ faculty)		1	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	1	39	Green-the-Home Project & YRRP Project	5	5	5	5.0		GTH-LGU Hilongos & LGU Baybay (CAO) YRRP- Biliran (3), Samar(5), Leyte (29)	2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	200	268	72 participants trained in 3 days for LFTs and Farmer leaders 176 farmers started attending CS-FBS	5	5	5	5.0		CSFBS - 72 , 176 RBG & VCD - 20	2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	2	2	Green-the-Home Project & YRRP Project	5	5	5	5.0		*Green-the-Home Project *Building Capacities for Farmer Entrepreneurs through Climate Smart Farm Business School in Selected 38 Municipalities in Region VIII	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	95%	95%		5	5	5	5.0			1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty		5	MCB	5	5	5	5.0		Project leader of GTH and CSFBS project	1%
	Research Mentoring		1	0							cannot be done due to pandemic	
	Peer reviewers/Panelists		1	0							cannot be done due to pandemic	



[illegible]



	Number of faculty/staff awards/honors received related to operations support											0.25%
	<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, Clerk	Zero non-conformity	Zero non-conformity	ISO Certified	5	5	5	5.0	Zero non-conformity (No NC), 1 CAR was Issued (QAC-MCB)	2.50%
	<b>MFO 6 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/ Clerk	100%	100%		5	5	5	5.0	Submitted PPMP for 2021 (GF 301000000 & 302000000, GTH SP.CE.20a)	1%
	<b>PI 2.</b> Zero percent complaint from clients served		Dept. Head & all faculty & staff	100%	100%	DAEEx	5	5	5	5.0	No complaint	2%
	<b>PI 3.</b> Number of coaching sessions among faculty & staff**		Dept. Head	3	3	HYG	5	5	5	5.0	Coaching with 3 faculty, KYTeves, VCDargantes and RBGonzaga	
	<b>PI 4.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	3	6	DAEEx	5	5	5	5.0	Included in every DAEEx faculty and staff meetings	
	<b>PI 5.</b> Number of monthly/special faculty & staff meetings conducted**		Dept. Head	10	6	DAEEx	5	5	5	5.0	Faculty and Staff Meetings	
	<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 *										explain here briefly why consider said department practice can be considered as a best practice	2%
Total Over-all Rating										221.740		
Average Rating										4.928		
Adjectival Rating										OUTSTANDING		

Received by:

Calibrated by:

Recommending Approval:

Approved:

Planning Office  
Date:

**REMBERTO A. PATINDOL**  
Chairman, PMT  
Date:

**BEATRIZ S. BELONIAS**  
Vice Pres. for Academic Affairs  
Date:

**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