

Visayas State University
College of Engineering
DEPARTMENT OF ANIMAL SCIENCE
OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, DINAH M. ESPINA, Head of the Department of Animal Science, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January, 2017 to June, 2017.

DINAH M. ESPINA
Department Head, DAS-CAFS

VICTOR B. ASIO
Dean, CAFS

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

Personnel
Department Head
Faculty w/ Univ. Designated Position
Regular Faculty (Vac. & Sick Leaves)
Regular Faculty (Teacher's Leave)
Part time Faculty Members
Admin Staff Members

Number	FTE/sem	FTE/Summer
1		
0		
5		
1		
1	Actual	Actual
5		

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

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual Accomplishment	Rating				Remark
Advanced Education Services										
MFO 1	MFO 1. Graduate Degree Program Management Services	PI 1. Number of graduates in mandated programs graduated w/in prescribed period:								
		Master in Agricultural Development Major in Animal Production	None	-	-	-	-	-	-	None
		Masteral	DM Espina, LC Bestil	2	6	5	5	5	5.00	See Commence-
		Doctoral	LC Bestil	0	1	5	5	5	5.00	ment Prog. -do-
		PI 2. Total FTE monitored	DM Espina, LC Bestil	13.50	23.598	5	5	5	5.00	See IPCRs

MFO 2	MFO 2. Graduate Degree Program Management Services	PI 3. Percentage increase in number of students enrolled:									
		Master in Agricultural Development Major in Animal Production (7 vs 11 in 2016))	DM Espina, LC Bestil	20%	35% reduction	5	5	4	4.67	See Registrar's Record	
		Masteral (26 vs 26 enrollees in 2016)	DM Espina, LC Bestil	25%	the same	5	5	4	4.67	See Registrar's Record	
		Doctoral (5 vs 3 enrollees in 2016)	DM Espina, LC Bestil	25%	40%	5	5	5	5.00	See Registrar's Record	
		PI 4. Percentage increase in number of students who graduated:									
		Master in Agricultural Development Major in Animal Production	None	-	-	-	-	-	-	See Commencement Progs.	
		Masteral (6 vs 8 graduated in 2016)	DM Espina, LC Bestil	25%	25% reduction	5	5	4	4.67	See Commencement Progs.	
		Doctoral (1 vs 2 graduated in 2016)	LC Bestil	25%	50% reduction	5	5	4	4.7	See Commencement Progs.	
		PI 1. Number of graduate students awarded with scholarship/	DM Espina, LC Bestil	5	11	5	5	5	5.00	See Graduate School Record	
		PI 2. Percentage of graduate students awarded with scholarship/	DM Espina, LC Bestil	25%	52.38%	5	5	5	5.00	See Graduate School Record	
		PI 3. Number of graduate students awarded with honors/distinction	DM Espina, LC Bestil	1	1	5	5	5	5.00	See Honors Convocation Program 2017	
		PI 4. Number of graduate students advised	DM Espina, LC Bestil	10	21	5	5	5	5.00	See Graduate School Record	
		PI 5. IMS Developed/Revised for Graduate Program									
		Number of new IM's	DM Espina	0	1	5	5	5	5.00	See IPCR	
		PI 6. Number of Curricular Review Attended	LC Bestil	0	5	5	5	5	5.00	See IPCR	
MFO 2	Higher Education Services	PI 1. Number of FTE coordinated and implemented	LC Bestil, DM Espina, MD Gacutan, Jr., Ma.RDLG Beato, JDZ Compendio, GAA Villagonzalo	209	549	5	5	4	4.67	See IPCRs	

	PI 2. Number of undergraduate curricular programs compliant to CMO supervised and implemented	All faculty	1	2	5	5	5	5	5.00	See Registrar's Record
	PI 3. Average percentage passing in the Licensure Examination	None	No licensure exam on Jan.-June, 2017					-	-	None
	PI 4. Number of graduates in mandated programs graduated w/in prescribed period:									
	Diploma in Animal Production Technology (DAPTech)	All faculty	1	-	-	-	-	-	-	See Registrar's Record
	Bachelor of Animal Science (4 yr degree program)	All faculty	70	88	5	5	5	5	5.00	See Commencement Program
	PI 5. Percentage increase in the number of undergraduate students	All faculty	5%	9.79% reduction	5	5	4	4	4.67	See Registrar's Record
	PI 6. Number of academe/industry linkage established (HU, Japan)	DM Espina	1	1	5	5	5	5	5.00	See Registrar's Record
	PI 7. Number of students advised:									
	<i>On thesis/field practice/special problem</i>	LC Bestil, DM Espina, MD Gacutan, Jr., Ma.RDLG Beato, GAA Villagonzalo	50	71	5	5	5	5	5.00	See IPCRs
	PI 8. No. of student organizations Advised/Assisted:									
	<i>Student organizations advised</i>	LC Bestil, MRDLG Beato, JDZ Compendio	3	3	5	5	4	4	4.67	See IPCRs
	<i>Student organizations assisted on student related activities</i>	All DAS Regular Faculty	4	8	5	5	5	5	5.00	See IPCRs
	PI 9. Number of instructional materials developed:									
	<i>New syllabi</i>	All DAS Regular Faculty	3	7	5	5	5	5	5.00	See IPCRs

Revised IMI's within the last 3 years	All DAS Regular Faculty	3	7	5	5	5	5	5.00	See IPCRs
PI 10. Number of Field Practice Reports Check/Approved	DM Espina	50	65	5	5	5	5	5.00	See IPCR
PI 11. Number of hours spent on student consultation	All Academic Adviser	275	578	5	5	5	5	5.00	See IPCRs
PI 12. Number of Instructional Facilities/Laboratories Developed/Improved/Maintained	DM Espina, MD Gacutan, Jr., GAA Villagonzalo, JDZ Compendio	5	5	5	5	5	5	5.00	See IPCRs

MFO 3	Research Services	PI 13. Additional outputs:									
		Number of student awards/honors received		All DAS Faculty Advisers	1	2 Cum Laude	5	5	5	5.00	See Commence-ment Program
		PI 14. Trainings/Seminars Attended:									
		Number of faculty attending as participant		MD Gacutan, Jr., GAA Villagonzalo, JDZ	41	43	5	5	5	5.00	See IPCRs
		PI 15. Percent Board Review Agriculturist Licensure Examination conducted		MD Gacutan, Jr., JDZ Compendio	200%	200%	5	4	5	4.67	See IPCR
		PI 1. Number of published papers in internationally indexed journals:									
		In refereed int'l journals		LC Bestil	0	3	5	5	5	5.00	See IPCR
		No. of articles reviewed for ATR publication		LC Bestil	0	3	5	5	5	5.00	See IPCRs
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences:									
		In nat'l fora/conferences		LC Bestil	1	2	5	5	5	5.00	See IPCR
In reg'l fora/conferences		LC Bestil	1	1	5	5	5	5.00	See IPCR		
PI 3. Number of RDE projects conducted and/or completed on schedule		LC Bestil, DM Espina	0	6	5	5	5	5.00	See IPCRs		
PI 4. Number of research proposals submitted		None	-	-	-	-	-	-	None		
PI 5. Number of research proposal approved		None	-	-	-	-	-	-	None		
PI 6. Amount/Value (Million Php) of research funds/resources externally generated)		LC Bestil	350,000	1,400,000	5	5	5	5.00	See IPCR		
PI 7. Amount/Value (Million Php) of research funds/resources institutionally generated)		None	-	-	-	-	-	-	None		
PI 8. Additional Outputs:											
Number of research-related awards (research conducted by faculty)		None	-	-	-	-	-	-	None		
Number of Scientific Sessions Moderated		LC Bestil	0	2	5	5	5	5.00	See IPCR		
PI 9. Number of linkages forged:											
Regional		LC Bestil, DM Espina	2	2	5	5	5	5.00	See IPCR		
Local (farmer-cooperators) - FECARB		LC Bestil	2	5	5	5	5	5.00	See IPCR		

MFO 4	Extension Services	PI 1. No. of persons trained weighted by length of training	DM Espina, MD Gacutan, Jr.	37	76	5	5	5	5	5.00	See IPCRs
		PI 2. No. of trainings conducted	DM Espina	1	3	5	5	5	5	5.00	See IPCRs
		PI 3. No. of IEC materials/technologies developed/used	None	-	-	-	-	-	-	-	None
		PI 4. No. of beneficiaries served (as									
		Groups	DM Espina, MRDLG Beato	2	3	5	5	5	5	5.00	See IPCRs
		Individuals (walk-in)	DM Espina, MD Gacutan, Jr., MRDLG Beato	30	65	5	5	5	5	5.00	See IPCRs
		PI 5. Technical/Expert Services (International, national, regional):									
		Research proposal evaluation, regional	LC Bestil	1	1	5	5	5	5	5.00	See IPCR
		Farmer's Field Day	LC Bestil	1	1	5	5	5	5	5.00	See IPCR
		Commodity teams	DM Espina	0	1	5	5	5	5	5.00	See IPCR
		PI 6. No. of extension projects conducted	DM Espina	0	1	5	5	5	5	5.00	See IPCRs
		PI 7. No. of extension proposals submitted	None	-	-	-	-	-	-	-	None
		PI 8. No. of extension proposals approved	None	-	-	-	-	-	-	-	None
		PI 9. Amount of extension money generated from external funding	None	-	-	-	-	-	-	-	None
		PI 10. Amount of extension money generated from institutional funding	None	-	-	-	-	-	-	-	None
		PI 11. Additional Outputs									
		No. of extension-related awards (extr. conducted by faculty or staff)	None	-	-	-	-	-	-	-	None
MFO 5	Production Services	PI 1. Number of STF projects developed/improved or maintained	MD Gacutan, JDZ Compendio, MRDLG Beato, CV Sanchez, VM Lamo	10	10	5	5	4	4	4.67	See IPCRs
		PI 2. Percentage increase in inventory value and/or income of STF projects relative to previous year	MD Gacutan, JDZ Compendio, MRDLG Beato, CV Sanchez	65%	115%	5	5	5	5	5.00	See IPCRs
		PI 3. Percentage of STF projects supporting instruction, research & extension	MD Gacutan, JDZ Compendio, MRDLG Beato, CV Sanchez	215%	270%	5	5	4	4	4.67	See IPCRs

	<u>PI 15. No. of DAS committees (Chairperson)</u>	DM Espina, MRDLG Beato, GAA Villazonzalo	6	10	5	5	5	5	5.00	See IPCRs
	<u>PI 16. Percentage of Faculty/Staff attending department meetings</u>	All DAS faculty/Staff	100%	100%	5	4	4	4.33	See IPCRs	
	<u>PI 17. Percent time of DAS AACUP Evaluation Level IV Phase 1, Area 9:</u>	DM Espina	10%	15%	5	5	5	5.00	See IPCR	
	<u>PI 18. AACUP Areas (1-10) in PhD AnSc PSV 2017 Accreditation</u>	DM Espina (Dept. Head, Over-all Chairman)	1	1	5	5	5	5.00	See IPCR	
	Incharge, Area III	DM Espina	1	1	5	5	4	4.67	See IPCR	
	Incharge, Area VIII	JDZ Compendio	5	20	5	5	4	4.67	See IPCR	
	Research Project Administration:									
	<u>PI 1. Number of PR, canvass papers, PO, Vouchers, TO, trip tickets signed and released on time</u>	LC Bestil	5	8	5	5	5	5.00	See IPCR	
	<u>PI 2. Number of Project Reports signed and submitted on time (plus Inception Report of DAR)</u>	LC Bestil	2	3	5	5	5	5.00	See IPCR	
	<u>PI 3. Number of Project Coordination meetings conducted (with PCAARRD, DAR and FECARB)</u>	LC Bestil	2	5	5	5	5	5.00	See IPCR	
	DAS Administrative/Instructional/Animal Projects Support Services:									
	<u>PI 1. No. of animal projects monitored and assisted</u>	DM Espina	3	4	5	5	5	5.00	See IPCR	
	<u>PI 2. No. of animal facilities and equipment repaired and/or maintained/supervised</u>	MD Gacutan, Jr., JDZ Compendio	5	5	4	5	4	4.33	See IPCRs	
	<u>PI 3. Number of animal facilities/ equipment repaired and/or maintained</u>	JV Latras, OV Latras	8	23	5	5	5	5.00	See IPCRs	
	<u>PI 4. Number of paddocks of pasture established and/or maintained</u>	JV Latras, OV Latras	20	23	4	5	5	4.67	See IPCRs	
	<u>PI 5. Number of animal sheds maintained</u>	JV Latras, OV Latras	4	4	5	5	5	5.00	See IPCRs	
	<u>PI 6. No. of faculty/staff/animal caretakers/graduate teaching assistants managed</u>	DM Espina, MD Gacutan, Jr.	26	28	5	5	5	5.00	See IPCR	
	<u>PI 7. Number of administrative personnel supervised as AO 1. No. of DTRs signed</u>	CV Ranchez	26	26	5	5	5	5.00	See IPCRs	

		<u>PL 20.</u> Number of subjects conducted for Teaching Performance Evaluation By-Students to faculty of other departments per memorandum issued by the VSU President <u>PL 21.</u> Number of documents mimeographed, photocopied <u>PL 22.</u> Number of DAS lecture/lab. Rooms, CRs, offices and other facilities opened/closed	PCGumba JR.	15	28	5	5	5	5.00	See IPCCR
			VM Lamo	5000	8000	4	5	5	4.67	See IPCCR
			VM Lamo	10	10	5	5	5	5.00	See IPCCR
MFO 7	Efficient and Customer Friendly Frontline Services	<u>PL 1.</u> Zero percent complaint from client served	PCGumba, Jr.	90%	100%	5	5	5	5.00	See IPCCR
			VM Lamo	80%	100%	5	5	5	5.00	See IPCCR
Total Over-all Rating										485.00
Average Rating										4.80
Adjectival Rating										OUTSTANDING

Received by:

Calibrated by:

Recommending Approval:

Approved:

Planning Office

Date: _____

REMBERTO A. PATINDOL
Chairman, PMT

Date: _____

BEATRIZ S. BELDIAS
Vice Pres. for Instruction

Date: _____

EDGARDO E. TULUN
President

Date: _____

Legend:

- Q¹ - Quality
- E² - Efficiency
- T² - Timeliness
- A⁴ - Average

Rating Scale:

- 4.6 - 5.0 Outstanding
- 3.8 - 4.5 Very Satisfactory
- 3.0 - 3.7 Satisfactory
- 2.2 - 2.9 Unsatisfactory
- 2.1 - & below Poor