



VISAYAS
STATE UNIVERSITY

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28 JAN 2023

Department of Biological Sciences
COLLEGE OF ARTS AND SCIENCES
VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, ANALYN M. MAZO, Head of the Department of BIOLOGICAL SCIENCES, commits to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period July-December 2022.

ANALYN M. MAZO

Department Head

Date:

MA. THERESA P. LORETO

College Dean

Date:

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

RDE Commitments***

Personnel	Number	Min. FTE (2)	Research	Publication	Extension
Department Head	1	6.80	1.0		1
Faculty w/ Univ. Designated Position	1	1.10	1.0		
Regular Faculty (VSL)*	11	315.95	12.0		3
Regular Faculty (TLS)*	3	85.25			
Part time Faculty	5	211.95			
Admin Staff Members	2				
TOTAL:			14.0		4

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 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 *)
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
MFO 1		ADVANCED EDUCATION SERVICES (20%)									
		OVPI MFO 1. Graduate Degree Program Management Services									

% weight

	1	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:											4%	
		a.	pursuing advanced research degree program (Ph.D) *	BLAR, SAC, JGB, CCB	100% (4/4)	125.00%	(5/4)	5	5	5	5			
		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	BSB, HRM, SAC, AMM, JCE, ARRF, EKLS, RMRM, KMMR, FJOP, HVO, JGB	100% (12 of 17)	117.00%	(14/12)	5	5	4	4.66667			
		c.	producing technologies for commercialization or livelihood improvement											
		d.	whose research resulted in an extension program											
OVPI MFO 2. Graduate Student Management Services														
PI 1: Percentage of graduate students enrolled in research degree programs *														2%
PI 2: Percentage of accredited graduate programs *														2%
PI 3: Number of graduate degree specializations offered and monitored *														2%
PI 4: Total FTE coordinated, implemented & monitored*														2%
PI 5: Percentage increase in number of graduate students enrolled *														2%
PI 6: Percentage increase in number of students who graduated within prescribed period *														2%
PI 7: Number of graduate students awarded with honors/distinction *														2%
PI 8: Number of graduate students advised *														2%
PI 9: Number of instructional materials developed *														
On-line ready courseware														
Flexible instructional materials														

	Assessment tools											
	Syllabus		HVO, RDP, BLAR, RMM, BSB	2	100.00%	2	5	5	4	4.66667		
	PI 10: Number of virtual classrooms created and operationalized		All graduate faculty	2	100.00%	2	5	5	4	4.66667		
MFO 2	HIGHER EDUCATION SERVICES (50%)											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *			Not Applicable								7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *			50%	88%	7/8	5	5	5	5	One is not employed because he just recently recovered from his illness	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *			BS Bio = 150; BS Marine Bio = 80	100.00%	2	5	5	5	5	BSBio and BS Marine Bio are priority programs	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *			100%	100%						BS Bio is AACUP Level IV accredited; BS Marine Bio program will qualify as soon as first batch of graduates is produced	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		All faculty	300	205.00%	615.85	5	5	4	4.66667		20%
	PI 8: Number of students advised: *											
	On thesis/ field practice/special problem		All faculty	10.00	410.00%	41	5.0	5.0	4.0	4.7		1%
	No. of approved manuscript submitted within prescribed period		All faculty	5.00	400.00	20.00	5.0	5.0	4.0	4.7		1%
	On consultation (academic adviser)		All faculty	100	532.00%	532	5.0	5.0	4.0	4.7		0.5%
	PI 9: Number of student organizations advised/ assisted *											
	Student organizations advised		JCE,HVO	1	100.00%	1	5.0	5.0	5.0	5.0		1.25%
	Student organizations assisted on student related activities		JCE, HVO, AMM	1	100.00%	1	5.0	5.0	5.0	5.0		1.25%
	PI 10: Number of instructional materials developed *											10%
	On-line ready courseware		All Faculty	19	131.00%	25	5.0	5.0	4.0	4.7		
	Flexible instructional materials											
	Assessment tools (long quiz, exams, problem sets)		All Faculty	7	142.00%	10	5.0	5.0	4.0	4.7	Long quiz, long exams, practical exam, video, synthesis, reaction paper, Lab	
	PI 10: Number of virtual classrooms created and operationalized		All Faculty	20	175.00%	35	5.0	5.0	4.0	4.7		

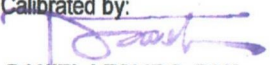
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	No. of research-related awards (research conducted by faculty or student w/ faculty)	AMM & Faculty	0	300.00%	3	5.0	5.0	5.0	5.0	5.0	5.0	5.0	Faculty members received the following Awards: 1) Best RDE Paper (Research Category) during the 34th joint VICARP and RRDEN Regional Research, Development and Extension Symposium; 2) Research paper awarded First Place under completed research category during the 2022 Level II Cluster Review; 3) CSC PAGASA Regional winner (group category); HRMontes, Jr., SACesar & AlMazo)	1.50%
MFO 4	EXTENSION SERVICES (10%)													
	P1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	All Faculty	4	175.00%	7	5.0	5.0	5.0	5.0	5.0	5.0	5.0	PENRO 8, CENRO 8, LGU Baybay, PASAR, MFAARMC, BFAR (FMA 10), NRCP	2.0%
	P12. Number of trainees weighted by the length of training *													2%
	P13. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *													2%
	P14. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*													1%
	P15. Number of technical/expert services *													1%
	Research Mentoring													
	Peer reviewers/Panelists	AMM/SAC	0	100	1	5.0	5.0	5.0	5.0	5.0	5.0	5.0	Reviewed Research paper of Mr. J Tuang-tuang of Palompon Institute of Technology	
	Resource Persons		0		1	5.0	5.0	5.0	5.0	5.0	5.0	5.0	Invited speaker at the Department of Biomedical Sciences and Environmental Biology, College of Life Sciences, Kaohsiung Medical University	
	Convenor/Organizer	JCE	0	100%	2	5.0	5.0	5.0	5.0	5.0	5.0	5.0	NRCP Initiated activities: Scoping & scanning of Lakes in Eastern Visayas & Freshwater Biomonitoring Training/Workshop	

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	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*											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*	AMM	1	100.00%	1	5.0	5.0	5.0	5.0			1%
	PI 2. Zero percent complaint from clients served											2%
	PI 3. Number of coaching sessions among faculty & staff**	AMM	2	100.00%	2	5.0	5.0	5.0	5.0			
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	AMM & Faculty	1	100.00%	1	5.0	5.0	5.0	5.0			
	PI 5. Number of monthly/special faculty & staff meetings conducted**	AMM	6	133.00%	8	5.0	5.0	5.0	5.0			
	PI 3: Additional Outputs											
	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												171.300
Average Rating												4.894
Adjectival Rating												Outstanding

Received by: 
TONI MARC L. DARGANTES
 Planning Office
 Date: **JAN 09 2023**

Calibrated by: 
DANIEL LESLIE S. TAN
 Chairman, PMT
 Date: **JAN 10 2023**

Approved: 
EDGARDO E. TULIN
 President
 Date: **1/10/2023**

- * 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