



VISAYAS
STATE UNIVERSITY



INSTITUTE OF
**TROPICAL ECOLOGY AND
ENVIRONMENTAL MANAGEMENT**

College of Forestry and Environmental Science
Visayas State University, Visca, Baybay City, Leyte

IPCR

Individual Performance Commitment and Review

2023 | JULY-OCTOBER

ACCOMPLISHMENTS

NAME OF EMPLOYEES	POSITION
1. ESPINOSA, Eliza D.	Associate Professor IV

“EXHIBIT B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELIZA D. ESPINOSA, of the INSTITUTE OF TROPICAL ECOLOGY & ENVIRONMENTAL MANAGEMENT (ITEEM), COLLEGE OF FORESTRY AND ENVIRONMENTAL SCIENCE (CFES) commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to October, 2023.

ELIZA D. ESPINOSA
RATEE

Approved: DENNIS P. PEQUE
DEAN, CFES

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Q	E	T	A	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 1. Graduate Degree Program Management Services										
	PI 1: Percentage of graduate school faculty engaged in research work applied in any of the following:	Pursuing advanced research degree program (PhD)*	Recommends faculty for PhD program	2	On-going	4	4	4	4	Jimmy O. Pogosa taking his PhD Program in Nagoya Japan (1st sem of AY 2023-2024). While MS- ABO reinstated last August 2023
		Actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Conducts basic and applied scientific research	25%	100%	5	5	5	5	Assessment of Marine Protected Areas in Camotes and Cuatro Islands; Biodiversity of Marine Flora and Fauna in Artificial Reefs of Baybay City and Selected Municipalities of the 5th District of Leyte; Species Composition, Abundance and Succession of Seaweeds and Seagrasses in Artificial and Natural Reefs