



OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **DR. TEOFANES A. PATINDOL**, Director of the Institute of Tropical Ecology and Environmental Management (ITEEM), 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 – December 2024.

TEOFANES A. PATINDOL
Director, ITEEM
DATE: 12/22/23

DENNIS P. PEQUE
Dean, CFES
DATE: 12/22/23

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

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)	RDE Commitments***		
				Research	Publication	Extension
Department Head	1	4	12.0	1	0	1
Faculty w/ Univ. Designated Position	3	4	60.0	3	1	3
Regular Faculty (VSL)*	5	12	0.0	5	1	5
Regular Faculty (TLS)**	0	0	72.0	0	0	0
Part time Faculty	4	18	0.0	0	0	0
Admin Staff Members	5					
Research/Project Staff Members	22					
TOTAL			144.0	9.0	2	9

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 see Performance Indicators under Research (UMFO 3) and extension (UMFO 4))

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	TARGETS	Actual Accomplishments		Rating			Remark (Details of the targetted output indicators with **)	% weight
MFO 1	ADVANCED EDUCATION SERVICES (20%)			% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
PI 1.	Total FTE monitored	ITEEM Faculty	4							
PI 2.	Number of graduate degree programs/specializations offered and monitored	ITEEM Faculty	1							