

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **DR. ELIZA D. ESPINOSA**, 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 – June 2023**.

ELIZA D. ESPINOSA

Director, ITEEM

DATE: _____

DENNIS P. PEQUE

Dean, CFES

DATE: _____

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

Personnel	Number	Min. FTE	Total FTE	RDE Commitments***		
	(1)	(2)	(1x2)	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 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 see Performance Indicators under Research (**UMFO 3**) and extension (**UMFO 4**))

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remarks (Details of the targetted output indicators with**)	% weight
				% Accomplishment	Details of Accomplishments	Q	E	T	A		
MFO 1: ADVANCED EDUCATION SERVICES (20%)											
OVPI MFO 1. Graduate Degree Program Management Services											
	PI 1. Percentage of graduate school faculty engaged in research work applied in any of										4%
	Pursuing advanced research degree program (PhD)*	EDE, JOP	2	On-going						PhD - JOP (Oct 2023, Nagoya, Japan); MS - ABO (expected to reinstate by Aug 2023)	