

### Summary of Individual Ratings of Faculty Members with Multiple Functions

INSTITUTE OF TROPICAL ECOLOGY AND ENVIRONMENTAL  
MANAGEMENT (ITEEM)

**MARLITO M. BANDE**

PROGRAM INVOLVEMENT (1)	PERCENTAGE WEIGHT OF INVOLVEMENT (2)	NUMERICAL RATING (RATING x %) (3)	EQUIVALENT NUMERICAL RATING (2 x 3)
1. Instruction			
a. Head/Dean (50%)	12.5%	4.29	0.54
b. Students (50%)	12.5%	5.00	0.63
TOTAL			
2. Research	22.5%	4.75	1.07
3. Extension	22.5%	4.94	1.11
4. Administration	30.0%	4.86	1.46
5. Production			
TOTAL			4.80

BEATRIZ S. BELONIAS  
Vice-President for Instruction

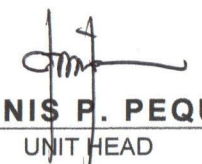
**“Exhibit B”**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, MARLITO JOSE M. BANDE, 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 DECEMBER, 2019.

  
**MARLITO JOSE M. BANDE**  
RATEE

**Approved:**

  
**DENNIS P. PEQUE**  
UNIT HEAD

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplish- ment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
UMFO 1	ADVANCED EDUCATION SERVICES								
ITEEM MFO 1	Graduate Degree Program								
PI 1	Number of graduate degree specializations offered and monitored	Supervised the offering and monitoring on the implementation of the MSc. program	1	1	4	4	4	4	MS TREC
PI 2	Total FTE monitored	Taught the following courses, 1 <sup>st</sup> semester, S. Y. 2019-2020 (TREC 209, TREC 299)	1.5	2.83	✓	✓	✓	✓	TREC 209 (11 students/5 hrs a week); TREC 299 (1 student/5 hrs a week)
PI 3	Number of students who graduated within prescribed period		1	0	2	2	2	2	No students graduated within the first semester of S.Y. 2019-2020
PI 4	Number of graduate students enrolled	Monitored and facilitated the processing of the certificate of registration during enrollment	3	22	✓	✓	✓	✓	Figure was obtained from registrar's list of MSTREC enrollment TREC 205, TREC 209, TREC 207, TREC 299, TREC 300
PI 6	Number of course syllabus developed	Revised existing course syllabus based on OBE format	1	2	✓	✓	✓	✓	TREC 209, TREC 299
ITEEM MFO 2	Graduate Students								
PI 1	Number of graduate students awarded with scholarship/assistantship	Established connection with potential funding agency that provide financial support/scholarship/ assistantship to students	1	2	✓	✓	✓	✓	MS Students: Pelinio, L. (Zoological Society of London (ZSL); Almencion, K. (Graduate Teaching Assistant)



MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
PI 2	Number of graduate students awarded with scholarship/ assistantship who graduated within prescribed period	Facilitated the application and processing of student scholarship. Monitored the student performance and responsibility as reflected in the scholarship grant agreement.	1	0	2	2	2	2	No graduating students were able to comply the requirements for graduation.
PI 4	Number of graduate students advised (adviser/GAC member)	Served as thesis adviser and GAC member	2	4	5	5	5	5	Advisees: LC Ceniza, MP Loreto, L Pelinio GAC Member: E. Pantinople
<b>UMFO 2</b>	<b>HIGHER EDUCATION SERVICES</b>								
<b>ITEEM MFO 1</b>	<b>Curriculum Program</b>								
PI 1	Total FTE monitored	Taught the following courses: ENVI 123, ENVI 11e, DeEd 141 (lec), DeEd 141 (lab)	1	9.9	5	5	5	5	Envi 123 (3 students/3 hrs a week); ENVI 11e (25 students/3 hrs a week); DeEd 141 (lec) (19 students/2 hrs a week); DeEd 141 (lab) (19 students/3 hrs a week)
PI 2	Number of new undergraduate curricular program compliant to CMO, approved and offered	Facilitated the revision of the BSEM curriculum compliant to BSES CMO series of 2005	1	1	4	4	4	4	BOR approved the offering the BSES program beginning of the first semester for S.Y. 2018-2019
PI 3	Number of existing curriculum proposal subjected to evaluation and compliant to CMO	Prepared the necessary requirements needed for RQAT evaluation	1	1	4	4	4	4	CHED Regional office issued certificate of program compliance January 15, 2019
PI 4	Number of undergraduate students enrolled	Monitored and facilitated the processing of the certificate of registration during enrollment	10	78	5	5	5	5	Figure was obtained from registrar S.Y. 2019-2020: BSEM 13 students, BSES 65 students
PI 5	Number of undergraduate students who graduated within prescribed period	Supervised and monitored the academic performance and requirement for graduation of the graduating students	5	0	2	2	2	2	None of the over-staying students under the BSEM program has met the requirement for graduation for the first semester S.Y. 2019-2020
PI 6	Number of academe/industry linkage established	Established a connection with potential industry that may provide financial support/scholarship/ assistantship to students	1	4	5	5	5	5	NatureLife International, Environmental Leadership and Training Initiative, and Zoological Society of London, Coastal Carolina University
PI 7	Number of students advised (thesis adviser/SRC Chairman or member)	Served as thesis adviser and SRC member of undergraduate students	2	7	5	5	5	5	Merafuentes, M., Pacaldo, M., Sanchez, J.P., Makiling, S. L., Cala, C., Flores, J.A.M., Loayon, J.R.
PI 9	Number of course syllabus developed	Revised existing course syllabus based on OBE format	1	4	5	5	5	5	ENVI 123, ENVI 11e, DeEd 141 (lec), DeEd 141 (lab)
PI 10	<i>Additional outputs:</i>								
PI 10.2	Number of faculty, staff honors/awards received	Awardee	1	6	5	5	5	5	Regional Agricultural Scientist, Publication Award, RDE Regional Conference (Finalist Poster Presentation)
<b>UMFO 3</b>	<b>RESEARCH SERVICES</b>								
PI 1	Number of published papers in internationally/locally indexed journals	Co-author	1	1	4	4	4	4	Recoletos Multidisciplinary Research Journal Title of the article: Rainforestation and Sustainable Development: The Lived Experience



MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
									of the Four Individual Adopters from the Visayas Region in the Philippines
PI 2	Number of research outputs presented in local/regional/national /international fora/ conferences	Oral presenter, co-researcher	-	4	↙	↙	↙	↙	<b>RDE In-house Review (Level 2):</b> Mainstreaming on Rainforestation in the Philippines; Development of a Province-Wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception towards the Rainforestation KALAHI-CIDSS Program in Cabucgayan, Biliran; Monitoring of Artificial Reef in the 5 <sup>th</sup> District of Leyte <b>RDE In-house Review (Level 3):</b> Development of a Province-Wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception towards the Rainforestation KALAHI-CIDSS Program in Cabucgayan, Biliran <b>DSWD Summit:</b> Community-Driven Development Knowledge Management (CDD KM) Summit: Building a Community of Practice
PI 3	Number of research project/study conducted	Served as project/study leader	1	5	↙	↙	↙	↙	Conducted four (2) studies in Inopacan funded by VSU and ELTI; three (2) studies in Terrestrial Ecosystem Division funded by NatureLife; one (1) in Bacong, Negros Oriental funded by ELTI
PI 4	Number of research proposals submitted	Prepared and submitted the project proposal to funding agency	1	4	↙	↙	↙	↙	<b>VSU-OVPRE</b> (Effect of Nutrient Management on the Survival and Growth Performance of Mycorrhizal Infected Dipterocarp Seedlings Planted in the marginal Uplands in Inopacan, Leyte), <b>ELTI</b> (Monitoring and evaluation of the growth performance of native trees in Negros and Leyte), <b>NatureLife International</b> (Biomass Production and Carbon Sequestration of Early Successional Seedlings in Response to Mineral Nutrient Omission), United Nation Environment Program (UNEP)
PI 5	Number of research proposals approved	Served as proponent of the research project	1	4	↙	↙	↙	↙	<b>VSU-OVPRE</b> (Effect of Nutrient Management on the Survival and Growth Performance of Mycorrhizal Infected Dipterocarp Seedlings Planted in the marginal Uplands in Inopacan, Leyte), <b>ELTI</b> (Monitoring and evaluation of the growth performance of native trees in Negros and Leyte), <b>NatureLife International</b> (Biomass Production and Carbon Sequestration of Early Successional Seedlings in Response to Mineral Nutrient Omission), United Nation Environment Program (UNEP)

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
PI 6	Number of studies presented	Oral presenter, co-researcher	-	4	✓	✓	✓	✓	<b>RDE In-house Review (Level 2):</b> Mainstreaming on Rainforestation in the Philippines; Development of a Province-Wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception towards the Rainforestation KALAHI-CIDSS Program in Cabugayan, Biliran; Monitoring of Artificial Reef in the 5 <sup>th</sup> District of Leyte <b>RDE In-house Review (Level 3):</b> Development of a Province-Wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception towards the Rainforestation KALAHI-CIDSS Program in Cabugayan, Biliran <b>DSWD Summit:</b> Community-Driven Development Knowledge Management (CDD KM) Summit: Building a Community of Practice
PI 7	Number of research studies externally funded	Prepared and submitted the project proposal to funding agency	1	3	✓	✓	✓	✓	NatureLife International and ELTI for TED; United Nation Environment Program (UNEP)
PI 8	Number of research studies institutionally funded	Prepared and submitted the project proposal to VSU-OPRE	1	1	4	4	4	4	Effect of Nutrient Management on the Survival and Growth Performance of Mycorrhizal Infected Dipterocarp Seedlings Planted in the Marginal Uplands in Inopacan, Leyte
PI 9	<i>Additional outputs:</i>								
	Number of exchange scholars/researchers/visiting professors assisted	Served as local counterpart and facilitated the requirements needed by the University	1	4	✓	✓	✓	✓	Foundation for These-abled Persons (3 researchers) Annika Hertel, Moritz, Elias; L. Robert Barber (University of Guam)
	Number of research articles submitted for publications	Co-author	2	2	4	4	4	4	Science and Humanities Journal; Recoletos Multidisciplinary Research Journal
	Number of MOAs drafted, prepared and signed as witness	Signed as witness	-	2	✓	✓	✓	✓	VSU-Coastal Carolina University; VSU-RISE
	Number of terminal/accomplishment reports submitted	Critique and assess the drafted accomplishment reports before submission to respected agencies	1	2	✓	✓	✓	✓	ITEEM Annual Report; YRRP Progress Report for DA-Regional Field Office 8
<b>UMFO 4</b>	<b>EXTENSION SERVICES</b>								
PI 1	Number of person-days trained weighted by length of training	Resource Person/ Coordinator/Facilitator	50	376	✓	✓	✓	✓	YRRP Training, ELTI Training
PI 2	Number of trainings conducted	Resource Person/ Coordinator/Facilitator	1	19	✓	✓	✓	✓	17 YRRP Training; 2 ELTI Training The YRRP and ELTI training are composed of different modules.



MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
PI 3	Number of IEC materials/Rainforestation development plan/technoguides developed/used	Assessed and evaluated the adopter's Rainforestation farm development plan during the YRRP and ELTI training	-	72					Rainforestation Adopters Development Plans
PI 4	Number of beneficiaries/clients served	Technical Person/Facilitator	50	376					Participants of the YRRP and ELTI Training
PI 5	Number of technical/expert services	Technical Person	2	8					(1) Rapid Site Assessment prior to rainforestation development; (2) Biodiversity Assessment; (3) Seedling Propagation of Native Forest Trees and Fruit Trees; (4) Nursery Management; (5) Establishment of Climate-Smart Agro-ecological Production System; (6) Establishment of Rainforestation Adopters Farm; (7) Monitoring and Evaluation of RF Adopters Farm; (8) Conduct Trainings related to Terrestrial and Aquatic Ecosystem Conservation
PI 6	Number of extension projects/components conducted	Served as project leader	1	2					Project Leader of the NRM-Based Extension Project and Yolanda Recovery and Reconstruction Program: Training on Climate Change and Community-Based Disaster Risk Reduction and Management
PI 7	Number of extension proposals submitted	Prepared and submitted the project proposal to funding agency	2	5					<b>VSU-OVPRE</b> (1. NRM-Based Extension Project and 2. Mainstreaming Rainforestation Technology in the Philippines); <b>ELTI</b> (Rainforestation: A Climate Resilient Intervention for Local Government Units Vulnerable to Climate Change and Disaster-Prone Areas in the Visayas); <b>NatureLife International</b> (CO <sub>2</sub> Compensation Project); and <b>DA-RFO 8</b> (Yolanda Recovery and Reconstruction Program: Training on Climate Change and Community-Based Disaster Risk Reduction and Management)
PI 8	Number of extension proposals approved	Served as proponent of the research project	1	5					<b>VSU-OVPRE</b> (1. NRM-Based Extension Project and 2. Mainstreaming Rainforestation Technology in the Philippines); <b>ELTI</b> (Rainforestation: A Climate Resilient Intervention for Local Government Units Vulnerable to Climate Change and Disaster-Prone Areas in the Visayas); <b>NatureLife International</b> (CO <sub>2</sub> Compensation Project); and <b>DA-RFO 8</b> (Yolanda Recovery and Reconstruction Program: Training on Climate Change and Community-Based Disaster Risk Reduction and Management)
PI 9	Number of extension projects externally funded	Prepared and submitted the project proposal to funding agency	1	3					<b>ELTI</b> (Rainforestation: A Climate Resilient Intervention for Local Government Units



MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
									Vulnerable to Climate Change and Disaster-Prone Areas in the Visayas); <b>NatureLife International</b> (CO <sub>2</sub> Compensation Project); and <b>DA-RFO 8</b> (Yolanda Recovery and Reconstruction Program: Training on Climate Change and Community-Based Disaster Risk Reduction and Management)
PI 10	Number of extension projects institutionally funded	Prepared and submitted the project proposal to VSU-OPRE	1	2	✓	✓	✓	✓	NRM-Based Extension Project and Mainstreaming Rainforestation in the Philippines
PI 11	Additional outputs:								
	Number of scientific fora attended as speaker/resource persons	Presenter	1	1	4	4	4	4	<b>DSWD Summit:</b> Community-Driven Development Knowledge Management (CDD KM) Summit: Building a Community of Practice
	Number of seedlings distributed	Assessed and evaluated the seedling requirement of RF adopters as approved by the University President	1,000	7,500	✓	✓	✓	✓	(1) Establishment of Rainforestation demo Farm in Palapag, Northern Samar; Gamay, Eastern Samar; Villaba (6,000) (2) Replacement of mortalities in Rainforestation demo farm in Hindang, Leyte (1,000) (3) Watershed rehabilitation in Ulan-ulan Falls, Almeria, Biliran (500)
	Area (hectares) of RF adopters farm established	Provided technical experts and advised in relation to establishment, maintenance and monitoring of RF adopter's farm	1.5	4.5	✓	✓	✓	✓	Palapag, Northern Samar (1.5 hectare); Gamay, Eastern Samar (1 hectare); Villaba, Leyte (1 hectare); Almeria, Biliran (1 hectare)
	Number of farmers association/individual RF adopters monitored and assisted	Assisted the farmers' association in realization of its targets and objectives.	1	3	✓	✓	✓	✓	Patag Rainforest Association (PRA); Tunob Mountaineers Association; Kapatagan Farmers Association
	Number of RF network organized	Served as VSU's official representative of the network	1	3	✓	✓	✓	✓	RFRI (Luzon Cluster; Visayas Cluster; Mindanao Cluster)
	Number of in-house seminars/trainings/workshops/reviews conducted/attended	Served as presenter/ resource person/participant	1	19	✓	✓	✓	✓	YRRP Training (17); ELTI Training (1); DSWD Summit (1)
<b>UMFO 5</b>	<b>SUPPORT TO OPERATIONS (STO)</b>								
<b>ITEEM MFO 1</b>	<b>Faculty Development Services</b>								
PI 1	Number of faculty/staff pursuing advanced research degree programs (PhD, MSc) facilitated, monitored and assisted	Recommended the application to the scholarship committee and monitored the academic performance of the concern faculty	2	2	4	4	4	4	Espinosa, E. D. (PhD); Compendio, S.J.M. (MS)
PI 2	Number of seminars/trainings/conventions/workshops coordinated for entire university	Assigned staff as an in-charge prior to the cross-visitation in the rainforestation demonstration area.	1	2	✓	✓	✓	✓	International Youth Meet Up Ball; Agham Conference

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
PI 3	Number of seminars/trainings/conventions/workshops coordinated outside the university	Served as resource person/facilitator/coordinator	1	19	✓	✓	✓	✓	17 YRRP Training; 2 ELTI
PI 4	<i>Additional outputs:</i>								
	Number of activities organized/attended/assisted/participated/facilitated	Facilitator/Participant/Coordinator	1	23	✓	✓	✓	✓	International Youth Meet Up Ball; Agham Conference; 17 YRRP Training; 2 ELTI; 1 Paralegal Training on Coastal Law Enforcement; 1 PCRA Training Workshop
<b>ITEEM MFO 2</b>	<b>Faculty Recruitment/Hiring Services</b>								
PI 1	Number of faculty recruited/hired aligned with ISO standards	Requested, posted, interviewed and facilitated the requirements for hiring one substitute instructor and 3 part-time instructors	1	4	✓	✓	✓	✓	Substitute Instructor (1); Part-time Instructor (3)
<b>ITEEM MFO 3</b>	<b>Faculty Evaluation Services</b>								
PI 1	Ratings by students' evaluation of faculty	Instructor	VS	O (5.0)	✓	✓	✓	✓	DeEd 141 (F 8-11) – 5.0 Outstanding DeEd 141 (Th 10-12) – 5.0 Outstanding Envi 11e (MWF 2-3) – 5.0 Outstanding
<b>ITEEM MFO 4</b>	<b>Admission &amp; Registration Services</b>								
PI 1	Number of undergraduate students enrolled and validated within scheduled regular registration period	Monitored, signed and facilitated the processing of the certificate of registration during enrollment	10	78	✓	✓	✓	✓	Figure was obtained from registrar's list of BSEM/BSES enrollees for S.Y. 2019-2020 (first semester)
PI 2	Number of graduate students enrolled and validated within scheduled regular registration period	Monitored, signed and facilitated the processing of the certificate of registration during enrollment	2	22	✓	✓	✓	✓	Figure was obtained from registrar's list of MSTREC enrollees for S.Y. 2019-2020 (first semester)
<b>ITEEM MFO 5</b>	<b>Guidance and Counselling &amp; Support to Students Services</b>								
PI 3	Number of students awarded scholarship and grants & thesis supports	Connected with potential funding agency that provide financial	1	2	✓	✓	✓	✓	<b>MS Students:</b> Almencion, K. (GTA); Pelinio, L. (Thesis support-Zoological Society of London (ZSL))



MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
PI 4	Number of best practices on students services implemented	Consulted, reviewed, adopted and implemented best practices and innovations to improve students' services of the Institute	1	5	✓	✓	✓	✓	1) Incorporating student thesis as part of research project deliverables; (2) Utilizing international collaborators in accessing published research articles in peer-reviewed journals; (3) Mentoring students in writing and publishing of research outputs in peer-reviewed journals; (4) Required students (particularly with thesis support) to present and submit their thesis outline and manuscript to funding agency; (5) Encourage and facilitate students to participate in Phi Delta Best Thesis Competition
<b>ITEEM MFO 7 Program and Institutional Accreditation Services</b>									
PI 1	Number of degree programs which passed accreditation/evaluation	Monitored and facilitated the documentation and production of necessary documents needed for AACCUP evaluation (Level III)	2	2	4	4	4	4	<b>MSTREC</b> (AACCUP Level II); recommended by CHED for RQAT evaluation <b>BSEM</b> (AACCUP Level II) <b>BSES</b> - passed CHED RQAT evaluation and with COPC
<b>UMFO 5 GENERAL ADMINISTRATION AND SUPPORT</b>									
PI 1.1	Number of admin and research staff hired	Facilitated the requirement and signed the contract of the newly hired personnel of the Institute	1	2	✓	✓	✓	✓	<b>Casual Position:</b> Admin Aide I Benitez, C. <b>Project-based Position:</b> Research Aide Longatang, P.
PI 1.2	Number of faculty/staff supervised and monitored (including project based staff)	Supervisor	5	20	✓	✓	✓	✓	Aure, Alkuino, Benitez, Longatang, Gorre, Pogosa, Orias, Bastasa, Dela Cruz, Elizear, Chu, Maarat, Gonzales, Matinao, Almencion, Romo, Camacho, Ceniza, Gundemaro, Galgo
PI 2	Number of management meetings conducted/attended	Presided the regular and emergency faculty and staff meeting of the Institute	3	6	✓	✓	✓	✓	ITEEM and CFES staff meetings
PI 3	Number of documents evaluated and approved	Reviewed, signed or approved the necessary documents needed for the regular operation of the Institute.	100	300	✓	✓	✓	✓	
PI 7	Number of seedlings raised	Monitored, evaluated and approved the production of quality planting materials to support advocacy and devolution of Rainforestation	1,000	35,000	✓	✓	✓	✓	Based on the ITEEM nursery record.
PI 9	Number of office and laboratory equipment purchased	Facilitated the request and purchased order of the laboratory equipment needed to sustain the operation of the Institute in relation to Instruction, Research and Extension functions its personnel	1	1	4	4	4	4	Grasscutter
PI 10	Number of office/training facilities/equipment maintained per week	Monitored the regular maintenance of the facilities and equipment of the Institute	10	50	✓	✓	✓	✓	<b>ITEEM Main Office:</b> Desktop Computer (4 units); Aircon (5 units); refrigerator (1 unit); printer (7 units); water dispenser (1 unit);

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
									photocopier machine (1); LCD projector (2 units); electric fan (3 units); WIFI router, telephone (3 units), percolator (1 unit), coffeemaker (1 unit) <b>TED:</b> digital balance (2 units), indoor data logger (2 units), megaphone (2 units), GPS (3 units), grasscutter (3 units), camera (1 unit), oven (1 unit), refrigerator (1 unit), analytical balance (1 unit), light meter (1 unit), electric fan (3 units), wall fan (4 units), percolator (1 unit) <b>AED:</b> Microscope, SCUBA air compressor, Depth sounder, Magnetic stirrer, GPS, Refractometer, SCUBA tank, BCD, Regulator, Slate board, Analytical balance, Rubber boat, Current meter, Secchi disc, Transect tape, DO meter, Underwater camera, Muffle furnace, Oven, Refrigerator, Fumehood, Outboard engine, MSF, grab sampler, Hand corer
PI 11	Number of university committees/boards/council chaired & coordinated	Served as chairman/member of the University/College committees	2	4	↘	↘	↘	↘	(1) Tree Management and Conservation Committee; (2) Environmental and Anti-Mining Advocacy Team; (3) Land Use and Development Committee; (4) Mt. Pangasugan Biodiversity Center; Committee on R, D & E;
PI 13	Number of University policies, protocols, guidelines/procedures made, approved and implemented	Monitored the proper implementation of the University's policies, protocols, guidelines/procedures as approved	1	4	↘	↘	↘	↘	(1) Guidelines in using laboratory equipment and facilities for faculty and staff (2) Guidelines in using research equipment and facilities for students conducting thesis (3) Biometrics for permanent employees and logbook for Job Order and project-based employees (4) Guidelines in conducting overtime by faculty and staff
PI 14	Number of frontline services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously	Monitored and supervised the frontline services of the Institute to ensure efficient and customer friendly	1	8	↘	↘	↘	↘	(1) Facilitate during student enrollment (2) Follow-up and update concern students on academic deficiency and requirements prior to graduation (3) Facilitate students to guidance counseling as need arises (4) Training and technical expert services (5) Regular monitoring & evaluation of stakeholders and adopters in relation to reforestation and fish sanctuary establishment (6) Facilitate the requirement for visiting professor/researcher and exchange students (7) Facilitate the preparation and approval of MOA/MOU



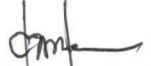
MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
									(8) Facilitate cross visits of university stakeholders and partners in relation to biodiversity conservation, natural resource management and environmental protection
PI 15	Zero percent complaint from clients served		100%	100%	✓	✓	✓	✓	
PI 16	Best practices/new initiatives implemented	Facilitates the implementation of the best practices	1	14	✓	✓	✓	✓	<b>Instruction</b> (1) Incorporating student thesis as part of research project deliverables; (2) Utilizing international collaborators in accessing published research articles in peer-reviewed journals; (3) Mentoring students in writing and publishing of research outputs in peer-reviewed journals; (4) Required students (particularly with thesis support) to present and submit their thesis outline and manuscript to funding agency (5) Encourage students to conduct their thesis in line with existing research projects <b>Research</b> (1) Establishment of long term research plots (i.e., Growth Performance of Native Trees and Tree-Soil-Micro-organism Interaction; Monitoring of Fish Population and Diversity within Fish Sanctuaries and etc) (2) Monitoring and evaluation of RF sustainability using Response-Inducing Sustainability Evaluation (RISE) Tool (3) Mentoring of LGU field staff and encourage cost-sharing arrangements with Local Government Units and people's organization (4) Feedbacking of research results to project stakeholders <b>Extension</b> (1) Exposed BSEM/BSES and MSTREC students to community-based extension activities in relation to environmental conservation (2) Documenting and publishing of local knowledge in biodiversity conservation (3) Encourage family membership and valuation of labor inputs as capital build up to sustain alternative livelihood activity (4) Utilization of research outputs and matured technology to ensure effective and efficient extension services <b>Administration</b> (1) Tapping and prioritizing all available human resources (from different projects) to enhance

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
									understanding, knowledge and skills of all ITEEM faculty and research staff in the implementation of any projects and delivery of extension services
Total Over-all Rating								4.72	

Average Rating (Total Over-all rating divided by 4)		4.72
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.72
ADJECTIVAL RATING		Outstanding

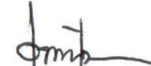
## Comments &amp; Recommendations for Development Purpose:

Evaluated &amp; rated by:

  
**DENNIS P. PEQUE**  
 DEAN, CFES

DATE

Recommending Approval:

  
**DENNIS P. PEQUE**  
 DEAN, CFES

DATE

Approved:

  
**BEATRIZ S. BELONIAS**  
 VICE-PRESIDENT FOR INSTRUCTION

DATE

1 – Quality    2 – Efficiency    3 – Timeliness    4 – Average