



ZONAL CENTER FOR BIODIVERSITY CONSERVATION AND HABITAT RESTORATION OFFICE OF THE VICE PRESIDENT FOR RESEARCH, EXTENSION AND INNOVATION VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **Marlito M. Bande, Director** of the Zonal Center for Biodiversity Conservation and Habitat Restoration (Biodiversity Center), 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 2024**.

MARLITO M. BANDE

Director, Biodiversity Center

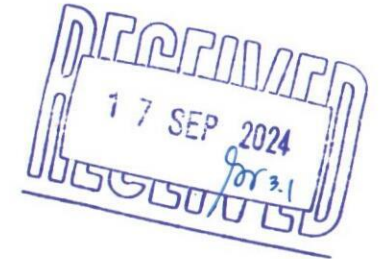
Date: 9/5/24

Approved:

SANTIAGO T. PEÑA, Jr.

Vice President, OVPREI

Date: 9/13/24



for 8/10/24

Personnel	Position Title/Appointment Status	Number
Director	Assoc Prof V	1
Clerk	Job Order	1
Utility	Job Order	1
Science Research Specialist	Job Order	1
Science Research Assistant	Job Order	1
Extension Community Organizer	Job Order	1
Field and Support staff	Job Order	5
Total		11

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	TARGETS	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with)	% weight
				% Accom- plishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
UMFO 3	RESEARCH SERVICES (40%)										
	PI 1. Percent of research proposals submitted	Center Faculty researchers	25%	100%		5	5	5	5		2%

	PI 2: Percent of research proposals approved	Center Faculty researchers	10%	100%		5	5	5	5		2%
	PI 3: Number of approved research projects/studies implemented	Center Faculty researchers	1	2		4	4	4	4		2%
	PI 4: Amount of research money obtained from external sources	Center Faculty researchers	₱ 100,000.00	-	No proposal was submitted to the external sources because the priority during this period was to submit proposal in the internal sources and focused on the request to hire new personnel in compliance with ISO audit report.	2	2	2	2		5%
	PI 5: Amount of research money obtained from internal sources	Center Faculty researchers	₱ 50,000.00	₱753,156.48	RRTC.A.III.C. : Php 753,156.48	5	5	5	5		5%
	PI 6. Number of research outputs presented in:	Center Faculty researchers									
	a. International Conferences		1	1	Orchids and Bryophytes Conservation Workshop 2024 in partnership with BGCI - SEABG Network and 2024 WOC Taiwan on February 19-27, 2024 (Ms. Serica Joy Dadios, Science Research Specialist)	3	3	3	3		4%
	b. National Conferences		-								2%
	c. Regional or Institutional Conferences		-								1%
	PI 10. Number of research articles derived from approved research in the university, submitted	Center Faculty researchers	1	2	SJD & MMB (main author and co-author) <i>Medinilla angulata</i> (Melastomataceae), a new species from the remaining lowland evergreen rainforest in Leyte Island, Philippines MMB (as co-author) Chemical composition of essential oils from leaves of the two indigenous plant species <i>Litsea leytensis</i> and <i>Piper philippinum</i> from Leyte Philippines	4	4	4	4		5%

	PI 11: Number of research articles derived from approved research in the university, published	Center Faculty researchers	1	2	MMB (as co-author) The Role of Women in Conceptualizing, Promoting, and Implementing Rainforestation Native Tree Forest Restoration. 2024 MMB (as co-author) Population assessment of Agarwood (<i>Aquilaria spp.</i>) in Leyte Island. International Journal in Environment and Rural Development (IJERD). 2024	4	4	4	4		5%
	PI 12. Number of research outputs utilized by the industry or by other beneficiaries	Center Faculty researchers	-								2%
	PI 14. Additional outputs										5%
	1. Number of new species discovered	Center Faculty researchers	1	1	New species discovered and will be published 4th quarter of 2024 to 2025	4	4	4	4		
	2. Number of new records discovered	Center Faculty researchers	1	1	New species records and will be published 4th quarter of 2024 to 2025	4	4	4	4		
UMFO	EXTENSION SERVICES (40%)										
	PI 1: Number of extension proposals submitted	Center Director and Faculty	25%	100%	<i>Aquilaria</i> Learning Site (ALS-Silago): Its Role in the Conservation of the Philippine <i>Aquilaria</i> Threatened Species and Development of Sustainable Agarwood Production as a Biodiversity-Friendly Enterprise for Forest Dependent Communities	5	5	5	5		2%
	PI 2: Number of extension proposal approved	Center Director and Faculty	25%	100%	<i>Aquilaria</i> Learning Site (ALS-Silago): Its Role in the Conservation of the Philippine <i>Aquilaria</i> Threatened Species and Development of Sustainable Agarwood Production as a Biodiversity-Friendly Enterprise for Forest Dependent Communities	5	5	5	5		2%

	PI 3: Number of approved extension projects implemented	Center Director and Faculty	25%	100%	<i>Aquilaria</i> Learning Site (ALS-Silago): Its Role in the Conservation of the Philippine <i>Aquilaria</i> Threatened Species and Development of Sustainable Agarwood Production as a Biodiversity-Friendly Enterprise for Forest Dependent Communities	5	5	5	5		2%
	PI 4: Number of extension outputs presented in:										
	a. International Conferences	Center Director and Faculty	-								2%
	b. National Conferences	Center Director and Faculty	-								1%
	c. Regional or Institutional Conferences	Center Director and Faculty	-								0.5%
	PI 5: Number of extension activities conducted	Center Director and Faculty	1	2	Technical meeting Biodiversity Center and Provincial Leyte TESDA for Competency-based Curriculum for Rainforestation- <i>Aquilaria</i> Farming (May 16, 2024) Technical meeting Biodiversity Center and TESDA Region VIII for Competency-based Curriculum for Rainforestation- <i>Aquilaria</i> Farming (June 5, 2024)	4	4	4	4		3%

	PI 6: Number of trainings, seminars and fora conducted	Center Director and Staff	1	3	<p>Training and Skills Demonstration on Nursery Establishment and Propagation of Native Forest Trees at Quinapondan, Eastern Samar (in compliance of the approved MOA) on May 7-10, 2024); 20 participants</p> <p>Trainers Training on Rainforestation-Aquilaria Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII (June 17-22, 2024); 47 participants Topic: <i>Philippine Biodiversity and Parataxonomy</i> (Ms. Serica Joy Dadios, Science Research Specialist - Biodiversity Center Resource Speaker)</p> <p>Workshop on Scientific Writing and Illustration Lay-outing for Publication on February 16-17, 2024 (Mr. Christian Lucañas, UPLB Museum of Natural History)</p>	5	5	5	5		3%
	PI 7: Number of expert services rendered:										

	a. peer reviewer of journal/book	Center Director and Faculty	1	3	<p>MMB (as peer reviewer) Optimizing tree shade gradients in <i>Embllica officinalis</i>-based agroforestry systems: Impacts on soybean physio-biochemical traits and yield under degraded soils. Agroforestry Systems (ID:3eb68d43-fd8e-48ae-bc3a-9d9o7a21320c)</p> <p>MMB (as peer reviewer) Greening the SMEs performance using dual approach of SEM-fsQCA: Role of Green Knowledge Sharing, Green Intellectual Capital, and Green Innovation. PLOS ONE (PONE-D-23-33523R3)</p> <p>MMB (as peer reviewer) Custom Hiring for Farm Mechanization and Degree of Satisfaction Among Farmers Vijayapur District: An Analytical Perspective. Journal of Scientific Research and Reports (Ms_JSRR_123268)</p>	5	5	5	5		3%
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	c. resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, organizer, facilitator)	Center Director, Faculty and Staff	1	5	<p>Training and Skills Demonstration on Nursery Establishment and Propagation of Native Forest Trees at Quinapondan, Eastern Samar (in compliance of the approved MOA) on May 7-10, 2024); 20 participants; 98.20% training evaluation Topic: <i>Rainforestation Farming to support sustainable livelihood (Dr. Marlito M. Bande - Biodiversity Director Resource Speaker)</i></p> <p>Trainers Training on Rainforestation- Aquilaria Farming to Support Sustainable Agarwood Production as Biodiversity- Friendly Enterprise in Region VIII (June 17- 22, 2024); 47 participants; 97.45% Training evaluation Topic: <i>Philippine Biodiversity and Parataxonomy (Ms. Serica Joy Dadios, Science Research Specialist - Biodiversity Center Resource Speaker)</i> Facilitator: LPLongatang, KGundemaro, ROquias</p>	5	5	5	5		3%
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PI 8: Number of IEC materials and books/modules developed	Center Director, Faculty and Staff	1	7	<p>Book Editing workshop on the academic output "Arthropods in Leyte" and "Leyte Island's Native Orchids" with Dr. Edwino Fernando, Dr. Marilyn Quimado, Dr. Paciencia Milan, and Dr. Edgardo Tulin on April 26, 2024</p> <p>TESDA Competency-based Curriculum Modules for Non-Training Regulation (NTR)</p> <p>Rainforestation <i>Aquilaria</i> Farming (RAF) Modules LEVEL II: Module 1: Advanced Rainforestation-<i>Aquilaria</i> Farming Module 2: Basic GIS Application and Geo-spatial Mapping to Support RAF Establishment Module 3: Entrepreneurship of RAF Enterprise Module 4: Single-entry Bookkeeping of RAF Enterprise</p>	5	5	5	5		2%
PI 9: Number of IEC materials distributed	Center Director, Faculty and Staff	1	74	<p>Distribution of list of <i>Aquilaria</i>- associated Arthropods and Native Orchids in Leyte</p> <p>List of Native Trees and <i>Aquilaria</i> species in Leyte for production and conservation</p>	5	5	5	5	The distribution of IEC materials was conducted during trainings as part of the training kits	0.5%
PI 10: Number of extension articles derived from approved extension in the university, submitted	Center Director, Faculty and Staff	-								2%
PI 11: Number of extension articles derived from approved extension in the university, published	Center Director, Faculty and Staff	1	1	MMB (as co-author)The Role of Women in Conceptualizing, Promoting, and Implementing Rainforestation Native Tree Forest Restoration. 2024	3	3	3	3		2%

	PI 12: Amount of extension money obtained from external sources	Extension Project Leaders	₱ 100,000.00	₱ 300,000.00	LGU Barili and LGU Quinapondan	5	5	5	5		2%
	PI 13: Amount of extension money obtained from internal sources	Extension Project Leaders	₱ 50,000.00	₱150,000.00	Project ALS-Silago Php 150,000.00	5	5	5	5		2%
	PI 14: No. of MOA/MOU as active partnerships with LGUs, Industries, NGOs, NGAs, SMEs and other stakeholders as a result of extension activities	Center Director	1	2	LGU Barili and LGU Quinapondan	4	4	4	4		3%
	PI 15: Number of trainees weighted by the length of training	Center Director and Extension Project Leaders and staff	10	94	Trainers Training on Rainforestation-Aquilaria Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII (June 17-22, 2024); 47 participants	5	5	5	5		2%
	PI 16: No. of extension programs and projects consistent with VSUs mandated and priority programs	Center Director and Extension Project Leaders and staff	1	5	ALS-Silago Project Rainforestation as a strategy on watershed restoration and biodiversity conservation (supported by MOA with LGU Quinapondan and Barili) Drone-mapping of extension project sites and clients private plantations on Rainforestation <i>Aquilaria</i> farming (supported by MOA between VSU-LGU Quinapondan and Barili)	5	5	5	5		2%
	PI 17: Percentage of beneficiaries who rated the training course as satisfactory or higher in terms of quality and relevance	Center Director and Extension Project Leaders and staff	80%	97.45%	Trainers Training on Rainforestation-Aquilaria Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII (June 17-22, 2024); 47 participants	5	5	5	5		1%
UMFO	Support to Operations (20%)										20%

MFO 1. Research Faculty Development Services											
PI 1: Number of faculty pursuing advanced research degree	Center Faculty	-	-							Presently, the Center has no regular faculty. Hence, no faculty is pursuing advanced research degree	1%
PI 3: Number of faculty granted with external scholarship	Center Faculty	-	-								1%
PI 4: Number of faculty granted with internal scholarship/fellowship	Center Faculty	-	-								1%
PI 7: Number of faculty and staff sent to trainings, seminars and conferences	Center Director and researchers	1	4	Orchids and Bryophytes Conservation Workshop 2024 in partnership with BGCI - SEABG Network and 2024 WOC Taiwan on February 19-27, 2024 (Ms. Serica Joy Dadios, Science Research Specialist)	5	5	5	5			1%
				Workshop on Scientific Writing and Illustration Lay-outing for Publication on February 16-17, 2024 at Biodiversity Center, resource person Mr. Christian Lucañas, UPLB Museum of Natural History (SCDadios, KDGundemaro, LPLongatang)							
MFO 2. Faculty Recruitment/Hiring Services											
PI 1: Number of new faculty hired with at least master's degree	Center Faculty	-								Presently, the Center has no regular faculty. Hence, no faculty is pursuing advanced research degree	2%
MFO 3. Administrative and Research Recruitment/Hiring Services											

PI 1: Number of administrative and research staff hired	Center Director	3	10	Administrative staff: Mr. Leonard Paolo Longatang, Clerk as dDRC/Admin Aide III and Mr. Jeffrey Romero Utility/Messenger/Admin Aide I Research staff: Serica Joy Dadios, Science Research Specialist, Karen Gundemaro, Science Research Assistant, Rodolfo Dolomen Sr., Aida Delos Santos and Miralou Escasinas, Field staff Extension staff: Vicente Escasinas, Community Organizer, Florida Codera and Hernando Besere as Extension support staff	5	5	5	5		1%
PI 2: Number of research staff hired with at least master's degree	Center Director	1	1	Ms. Serica Joy Dadios, Science Research Specialist graduated at Masters of Science in Forestry at UP Los Baños	3	3	3	3		1%
MFO 4. Evaluation Services										
PI 1: Number of Scopus, WoS and ACI publications and other reputable journals	Center Personnel	1	2	MMB (as co-author) The Role of Women in Conceptualizing, Promoting, and Implementing Rainforestation Native Tree Forest Restoration. Social Ethics Society Journal of Applied Philosophy Special Issue, June 2024, 273-295 MMB (as co-author) Population assessment of Agarwood (<i>Aquilaria spp.</i>) in Leyte Island. International Journal in Environment and Rural Development (IJERD). 2024	4	4	4	4		1%
PI 2: Number of In-House reviews/seminars/trainings/conventions/workshops coordinated/conducted/participated	Research and Extension Project Leaders	1	1	Trainers Training on Rainforestation-Aquilaria Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII (June 17-22, 2024); 47 participants; 97.45% Training evaluation	3	3	3	3		1%
MFO 5. Program and Institutional Accreditation Services										


	PI 1 :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	Center Personnel	Zero non-conformity	1	CAR-IQA-ZONAL-NC-23-01: The organization fails to determine and provide the persons necessary for the effective implementation of its quality management system and the operation and control of its processes. The Biodiversity Center had been approved through the BOR resolution 109 s. 2022 dated January 25, 2023. All the supporting documents for corrective actions will be submitted as soon as all the requests i.e., personnel/faculty, office equipment and supplies will be granted.	3	3	3	3	As of the period, the requests is still in process waiting for the approval from the management	1%
	PI 2: Compliance to all requirements of the program and institutional accreditations	Center Personnel	100% compliant	100% compliant		5	5	5	5		1%
MFO 6.	General Admin. & Support Services (GASS)										
	PI 1: Number of departments/institutes/offices supervised	Center Director	1	1	Dr. Marlito M. Bande ITEEM faculty, appointed as Biodiversity Center Director	3	3	3	3		0.2%
	PI 2: Number of management meetings conducted	Center Director	6	6	Monthly regular meeting (January-June, 2024)	3	3	3	3		0.5%

	PI 3: Number of committee meetings conducted	Center Director	1	21	<p>Preparation for Trainers Training on Rainforestation-Aquilaria Farming to Support Sustainable Agarwood Production as Biodiversity-Friendly Enterprise in Region VIII (June 17-22, 2024)</p> <p>Preparation of Rainforestation-Aquilaria Farming Modules</p> <p>Preparation and Formulation of Memorandum of Agreement: VSU-GOSHEN, VSU-RIB-TESDA-DENR, VSU-LGU SAN FRANCISCO</p> <p>Technical committee meeting regarding the request of clients on Rainforestation and Watershed restoration (First Salvacion, LGU Sulat, LGU Cebu City)</p> <p>Committee meeting re: preparation for cross-visitation of clients (RIB, ToT, LGU San Francisco Camotes, Republic Cement Forest Restoration Team, Hiroshima University, Bethel International School, LGU Clarin Bohol, LGU Barili Cebu, LGU Quinapondan Eastern Samar)</p> <p>Committee meetings regarding VSU Centennial Celebration re: visit of farmers from Abuyog, Leyte; Silago, Southern Leyte; Reagon, Negros Oriental; Albuera, Leyte</p>	5	5	5	5		0.5%
	PI 4: Number of routinary documents acted	Center Admin Personnel	10	26	<p>Communications for the January - June period (i.e., courtesy visits, letter requests, etc.)</p>	5	5	5	5		0.2%

PI 5: Number of requests acted	Center Personnel	10	30	Technical expertise from NGO's, LGU's, and request visits to the Biodiversity Center from letters and calls for January - June period	5	5	5	5		0.2%
PI 6: Number of memoranda prepared	Center Director	2	7	MOA (VSU-DENR R08-TESDA R08-RIB/OMMRO) MOA (VSU-LGU SAN FRANCISCO) MOA (VSU-J&F Healthy Farm, BRGY. BENOLHO, ABUYOG, LEYTE) MOA (VSU-GOSHEN HAVEN CORP.) MOA (VSU-Brgy. Katipunan, Silago Southern Leyte) MOA (VSU-VIPRU-Brgy. New Taligue, Abuyog, Leyte) MOA (VSU-FCIC Baybay City Leyte)	5	5	5	5	As of the period, all MOA prepared had already been reviewed by the Legal Office and Data Protection Office. Hence, all MOA will be distributed and signed by all parties involved. Ceremonial signing will be prepared.	2.0%
PI 7: Percentage of IFWs submitted to OVPAA	Center Director	100%	100%	Dr. Marlito M. Bande, ITEEM faculty and Center Director submitted IFW (2nd sem SY 2023-2024)	3	3	3	3		0.1%
PI 8: Percentage of Report of Actual teaching loads submitted to OVPAA 30 days after the start of classes	Center Director	100%	100%	Dr. Marlito M. Bande, ITEEM faculty and Center Director submitted Report of Actual Teaching Load (2nd sem SY 2023-2024)	3	3	3	3		0.1%
PI 9. Percentage of faculty and staff submitted a dtr every month	Center Personnel	100%	100%		3	3	3	3		0.1%
PI 10. Percentage of complaints, if any, addressed on time	Center Personnel	90%	(no complaints received)		5	5	5	5		0.1%
PI 11. Percentage of action plans implemented and monitored as scheduled	Center Director	90%	100%		5	5	5	5		0.1%
PI 12. Quarterly/Semi/Annual accomplishment report submitted on time.	Center Personnel	100%	100%		5	5	5	5		0.1%

PI 13: Number of classrooms and Lab rooms constructed and renovated	Center Personnel	1	3	All the lecture and laboratory rooms are functional and newly constructed	5	5	5	5		1.0%
PI 14: Percentage of budget utilization from GAA	Center Personnel	100%	100%		5	5	5	5		1.0%
PI 15: Percentage of budget utilization from internally generated funds	Center Personnel	100%	100%		5	5	5	5		0.5%
PI 16: Responses to NCs and CARs issuances										
<i>Percentage of NCs received and acted</i>	Center Personnel	0%	no NCs received		3	3	3	3		0.1%
<i>Percentage of CARs received and acted</i>	Center Personnel	0%	no CARs received		3	3	3	3		0.1%
PI 17: Additional outputs										
<i>Display of organizational structure, VSU Quality Policy Statement, and Citizens Charter in the Center</i>	Center Personnel	100%	100%		5	5	5	5		0.1%
Total Over-all Rating			220.00							
Average Rating			4.31							
Adjectival Rating			Very Satisfactory							

Received by:


TONI MARC L. DARGANTES

Head, Planning Office

Date: SEP 17 2024

Calibrated by:


MOISES NEIL V. SERINO

Chairman, PMT

Date: 9/18/24


Recommending Approval:


SANTIAGO T. PEÑA Jr.

Vice President, OVPREI

Date:

Approved:


PROSE IVY G. YEPES

President

Date: 9.24.24