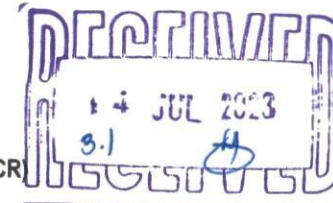




VISAYAS
STATE UNIVERSITY

Department of Forest Science
**COLLEGE OF FORESTRY AND
ENVIRONMENTAL SCIENCE**
VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)



I, ANATOLIO N. POLINAR, Faculty of the Department of Forest Science, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period Jan to June 2023.

ANATOLIO N. POLINAR

Department Head

Date: 7/13/2023

DENNIS P. PEQUE

College Dean

Date: 7/14/2023

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

Personnel	Number	Min. FTE (2)	Total FTE (1x2)	RDE Commitments***		
				Research	Publication	Extension
Department Head	1	22	22.0	0.0	1	1
Faculty w/ Univ. Designated Position	2	18	36.0	0.0	2	0
Regular Faculty (VSL)*	3	18	54.0	2.0	3	1
Regular Faculty (TLS)*	1	18	18.0	0.0	1	0
Part time Faculty	2	18	36.0	0.0	0	0
Admin Staff Members	4	0	0.0			
TOTAL				2.0	7	2

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

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remark (Details of the targetted outputs indicators with *)
					% Accom-plishment	Details of Accom-plishment s	Quality	Efficiency	Timeliness	Average	
MFO 1		ADVANCED EDUCATION SERVICES (20%)									
		OVPI MFO 1. Graduate Degree Program Management Services									
	1	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:		Dept. Head & Faculty							

[illegible]

	Agency/firm/industry linkages	Dept. Head & Faculty	7	15/7 (214%)		5	5	5	5	EDC, Shell, LGU's, LRP, MASIPAG, PMPI, DENR offices & DA-ATI
	Other outputs implementing the new normal due to COVID 19	Dept. Head & Faculty	3	3/3 (100%)		5	5	5	5	Field trips and projects, CPD Webinar
MFO 3	RESEARCH SERVICES (10%)									
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty	5	8/5 (160%)		5	5	5	5	High Quality Seedlings, Bamboo, Tree Spp. selection, Mother Tree selection, LAFORET & Climate Smart
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	4	4/4 (100%)		5	5	5	5	BIOCAMP and ACIAR Project
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty	7	4/7 (57.14%)		4	4	4	4	On going revision and drafting for some articles; Others not for this period
	<i>In refereed int'l journals</i>	Faculty	2	2/2(100%)		4	4	4	4	Accepted ATR and from other Journals
	<i>In refereed nat'l/regional journals</i>	Faculty	5	3/5 (60%)		4	4	4	4	drafted for submission; not from this
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *									
	<i>In int'l fora/conferences</i>	Dept. Head & Faculty	1	1 (100%)		5	5	5	5	Protected Area in Nature Conservation
	<i>In nat'l/regional fora/conferences</i>	Dept. Head & Faculty	3							Not for this period
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	50%	100.00%		5	5	5	5	Citizen SDSS Project; REVAL project
	PI 6. Additional outputs*									
	Supervision of Thesis students during the conduct of research	Faculty	5	7/5 (140%)		5	5	5	5	All DFS Faculty
	No. of researches conducted by BSF students with Faculty under new normal	Dept. Head & Faculty	10	18/10 (180%)		5	5	5	5	BS Forestry Thesis Students
MFO 4	EXTENSION SERVICES (10%)									
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Dept. Head & Faculty	9	28/9 (311.1%)		5	5	5	5	ACIAR PO's, LGU's, LRP, MASIPAG, DA-ATI, PMPI, DENR offices, SPIADFI, PAPER, PPEN, NRC, GRI, CELESTE, etc.
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	51	85/51 (166.67%)		5	5	5	5	ACIAR training; Clonal propagation, Quality seedling production, feedbacking
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	2	8/2 (400%)		5	5	5	5	Climate SMART Agriculture, CORA, CORE, DFS Forest Nursery and Clonal Project, ACIAR FLR Livelihood Projects
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Dept. Head & Faculty	70%	100%		5	5	5	5	ACIAR training and workshops; Clonal Propagation

	PI 5. Number of technical/expert services *		Dept. Head & Faculty								
	Research Mentoring		Dept. Head & Faculty	9	15/9 (166.67%)		5	5	5	5	BSF & MSF students, VSU-IHS student, Project RA's and Extension officers
	Peer reviewers/Panelists		Dept. Head & Faculty	1	1/1(100%)		5	5	5	5	8th National Agroforestry Congress
	Resource Persons		Dept. Head & Faculty	9	10/9 (111%)		5	5	5	5	ACIAR Training and Workshops, CPD webinar for Foresters, Environment day , Rehabilitation Projects
	Convenor/Organizer		Dept. Head & Faculty	5	8/5 (160%)		5	5	5	5	ACIAR Trainings, Workshops and FGD, CPD webinar for Foresters
	Consultancy		Dept. Head & Faculty								
	Evaluator		Dept. Head & Faculty		2 (200%)		5	5	5	5	VSU RDE In-house review
	PI 8. Percent of extension proposals approved *		Dept. Head & Faculty	50%	100%		5	5	5	5	ACIAR Extension/livelihood Projects
	PI 11. Additional outputs *										
	No. of farmers/PO members in Region 6, 7 and 8 communicated and advised		Dept. Head & Faculty	40	738/40 (233%)		5	5	5	5	ACIAR's POs, CPD webinar participants
	No. of seedlings maintained and raised for sale and free distribution		Faculty Incharge	5,000	20,000/5,000(400%)		5	5	5	5	DFS Forest nursery and clonal nursery
	Number of nurseries maintained to cater students and other stakeholders needs		Faculty Incharge	2	2/2(100%)		5	5	5	5	DFS Forest nursery and clonal nursery
	No. of seedlings planted in tree plantation as demonstration sites		Faculty Incharge	1,000	3,000/1,000(300%)		5	5	5	5	Planted in VSU Forest reservation
	No. of ornamental seedlings produced and maintained		Faculty Incharge	100	135/100(135%)		5	5	5	5	Indigenous tree seedlings and ornamental
	No. of wildlings collected and raised		Faculty Incharge	5,000	12,500/5,000(250%)		5	5	5	5	Assorted species of wildlings
	No. of forest area in hectares monitored and protected		Faculty Incharge	50 hectares	60/50(120%)		5	5	5	5	Kaingin areas in Mount Pangasugan
	No. of Billboards repaired and installed in strategic locations for educational campaign		Faculty Incharge	2	3/2(150%)		5	5	5	5	Informations pertaining to Forest Protection
	No. of farmers or firewood collectors monitored and supervised		Faculty Incharge	20	26/20(130%)		5	5	5	5	Fuelwood and bamboo collectors in VSU
	No. of requests for cutting, pruning, thinning of trees served		Faculty Incharge	5	8/5(160%)		5	5	5	5	VSU offices and residences
	No. of demonstration or learning sites maintained and improved		Faculty Incharge	2	5/2 (250%)		5	5	5	5	Nursery, tree plantation, Bambusetum, Arboretum

MFO 5	Support to Operations										
	OVPI MFO 1. Faculty Development Services										
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty									
	OVPI MFO 2. Faculty Recruitment/Hiring Services										
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty	2	2/2 (100%)		5	5	5	5	Bernaldez and Llano	
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty									
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	1	5/1 (500%)		5	5	5	5	ACIAR FLR Project training/workshops and cross visits	
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	50%	9/9 (100%)		5	5	5	5	DFS Faculty	
	PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	1	2/1 (200%)		5	5	5	5	ACIAR Workshop, VSU RDE In house review	
	PI 7: Additional outputs *	Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support	Dept. Head & Faculty	1	NA						Not in this period	
	OVPI MFO 4. Program and Institutional Accreditation Services										
	PI 8: 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*	Dept. Head & Faculty	Zero non-conformity	100% compliant		5	5	5	5	Complied	
	Compliance to all requirements of the program and institutional accreditations	Dept. Head & all faculty & staff	100% compliant	100% compliant		5	5	5	5	Complied	
	On program accreditations	Dept. Head & all faculty & staff	100% compliant	100% compliant		4	4	4	4	BSF AACUP Accreditation	
	On institutional accreditations	Dept. Head & all faculty & staff									
MFO 6	General Admin. & Support Services (GASS)										
	PI 1: Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head & all faculty & staff	100 % compliant	100% compliant		5	5	5	5	Complied	
	PI 2: Zero percent complaint from clients served	Dept. Head & all faculty & staff		Zero % compliant		5	5	5	5	Complied	
	PI 3: Number of coaching sessions among faculty & staff**	Dept. Head	1	2/1 (200%)		5	5	5	5	Laborers and Part-time Instructors	

	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head		1/1 (100%)	5	5	5	5	Monitoring included during regular DFS Meeting
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	24	15/24 (62.5%)	5	5	5	5	For January to June period only
	PI 3: Additional Outputs									
	Number of college, committee, university and project meeting conducted/attended		Dept. Head & all faculty & staff	30	35/30 (116.67%)	5	5	5	5	College, committees, university & project meetings
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *				3/2 (150%)	4	4	4	4	Informal discussions with faculty & staff, open line/virtual meetings as the need arises
	Number of minutes of meeting drafted and finalized		DFS Secretary	4	6/4 (150%)	5	4	4	4.33	DFS Meeting
Total Over-all Rating								378.01		
Average Rating								4.58		
Adjectival Rating								Outstanding		

Received by:

TONI MARC L. DARGANTES

Planning Office

Date: JUL 14 2023

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT

Date: JUL 14 2023

Approved:

EDGARDO E. TULIN

President

Date: JUL 19, 2023

* To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

** No percentage weight for ranking purposes since these are activities only expected to be performed at the department level