

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, DR. MARLITO JOSE M. BANDE, 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 2020.

MARLITO JOSE M. BANDE Director, ITEEM DATE: ___

DENNIS P. PEQUE Dean CRES

DATE:

FORMATION ON PERSONNEL FULL-TIME TEACH	RD	RDE Commitments***					
Personnel	Number (1)	Min. FTE (2)	Total FTE (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	
	5	. 12	0.0	5	. 1	5	
Regular Faculty (VSL)*	0	0	36.0	0	0	0	
Regular Faculty (TLS)**	U	10	0.0	0	. 0	0	
Part time Faculty	2	18	0.0		· ·		
Admin Staff Members	5						
Research/Project Staff Members	22						
TOTAL		1.4-4	108.0	9.0	2	9	

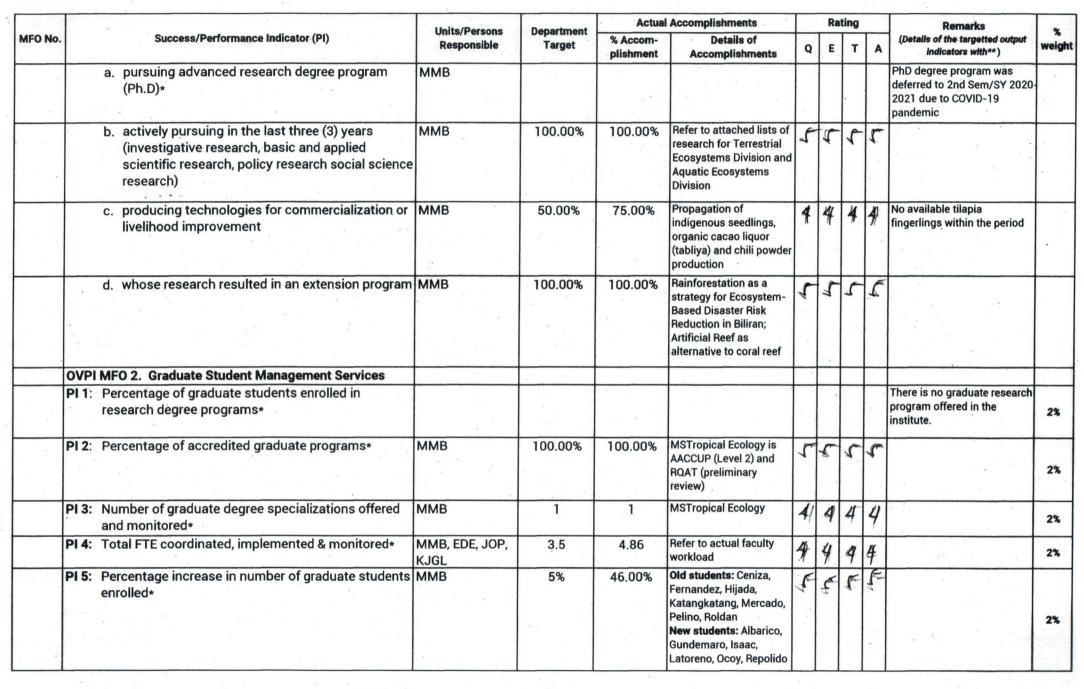
Rating Equivalents: 5 - Outstanding 4 - Very Satisfactory 3 - Satisfactory 2 - Fair 1 - Poor

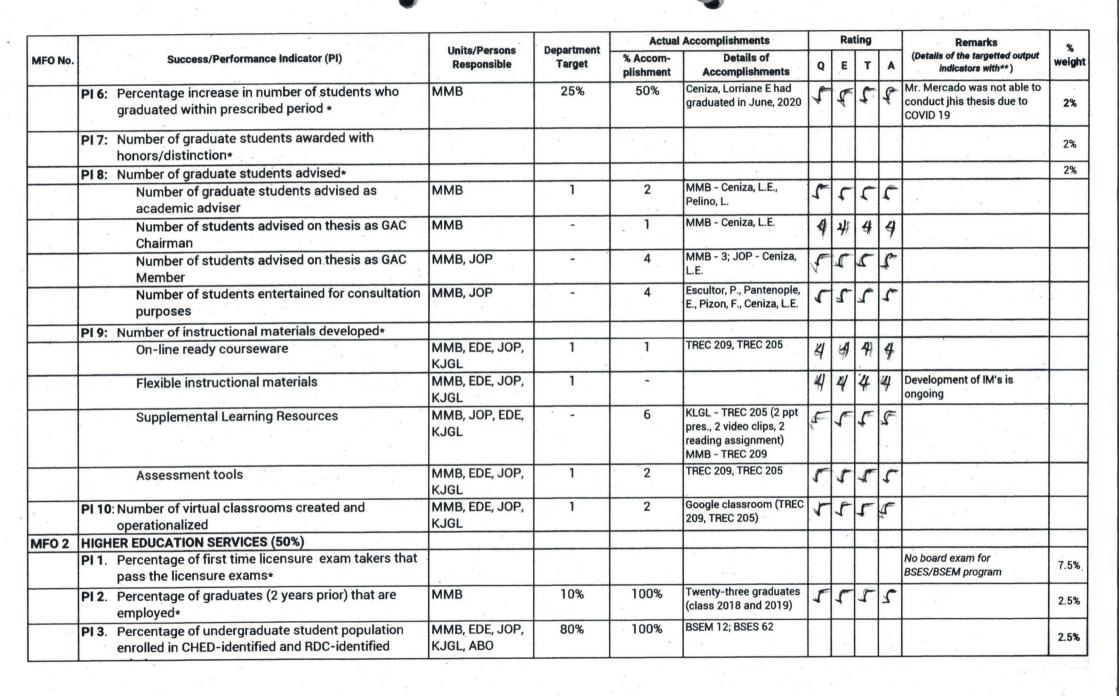
NOTE: +On vacation-sick-leave status. Ratio of Instruction and RDE commitments should determined based on FTE of 18 units

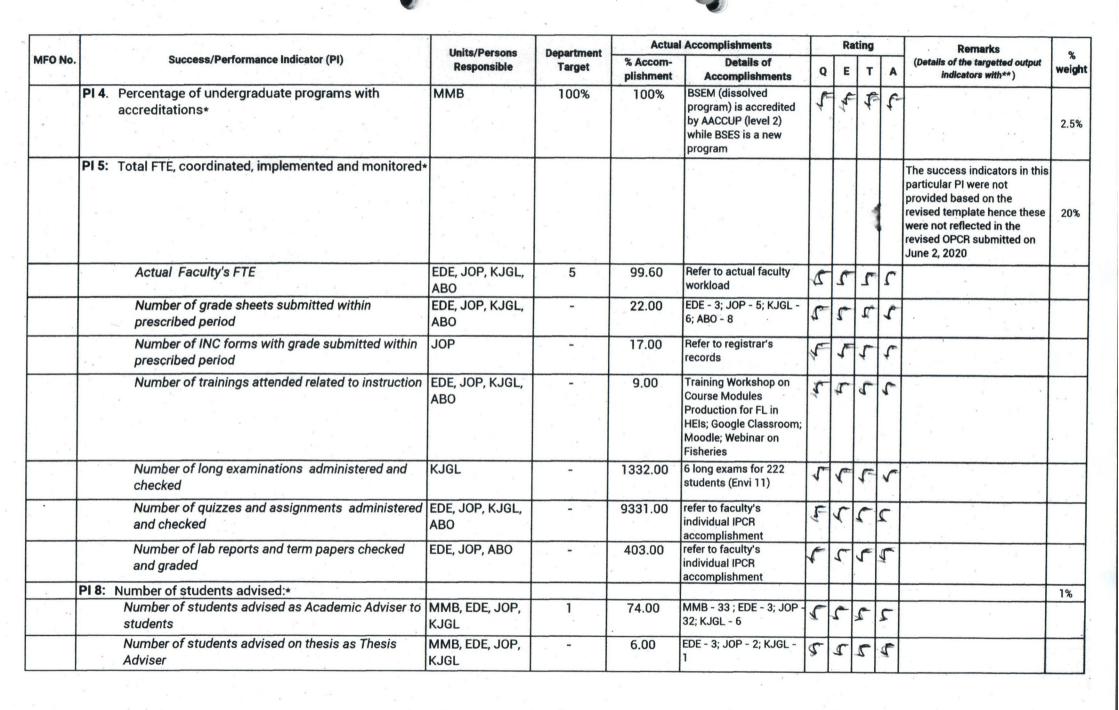
**On Teacher's Leave status. Minimum FTE required is 18 units

***Professors and Associate Professors are required to commit RDE outputs (Please see Performance Indicators under Research (UMFO 3) and extension (UMFO 4))

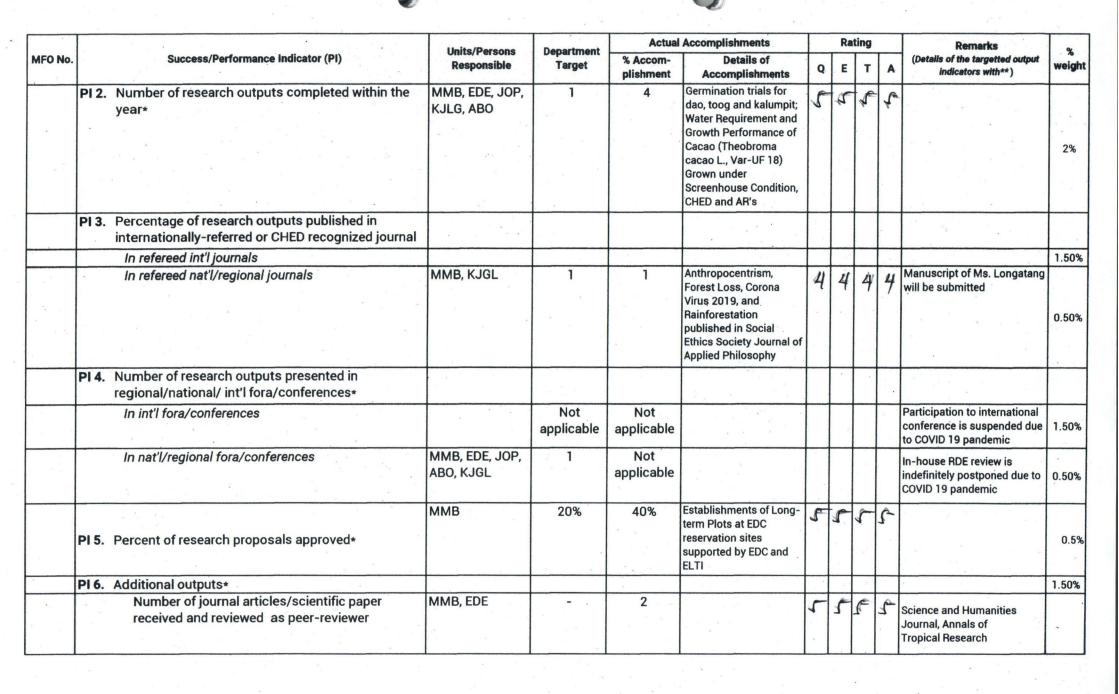
				Actual Accomplishments		Rating				Remarks	%
MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	% Accom- plishment	Details of Accomplishments	Q	E	T	A	(Details of the targetted output indicators with**)	weight
MFO 1	ADVANCED EDUCATION SERVICES (20%)	10 B									-
	OVPI MFO 1. Graduate Degree Program Management Serv	ices			The state of the s	1	-/6				+
	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:					1					4%

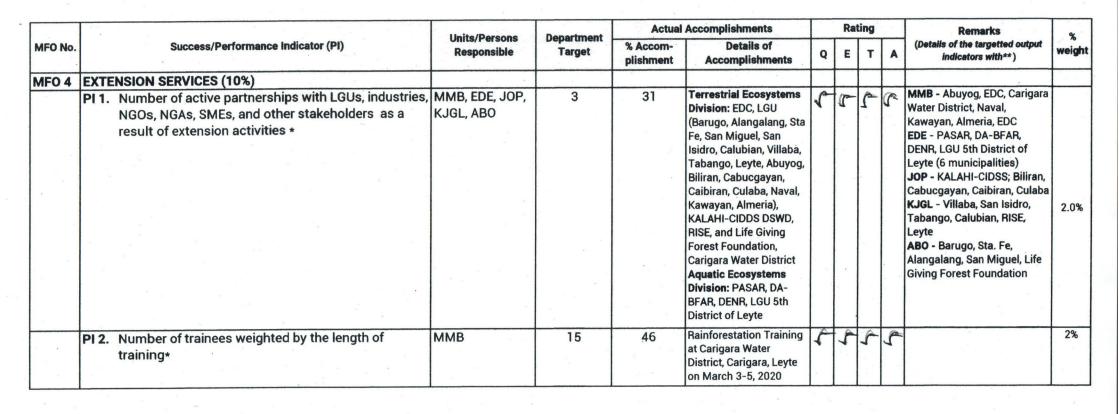


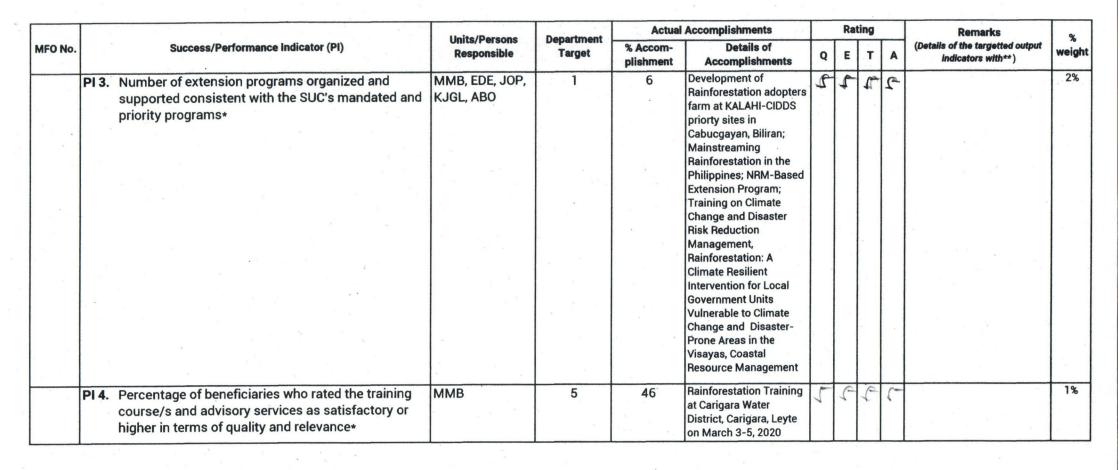


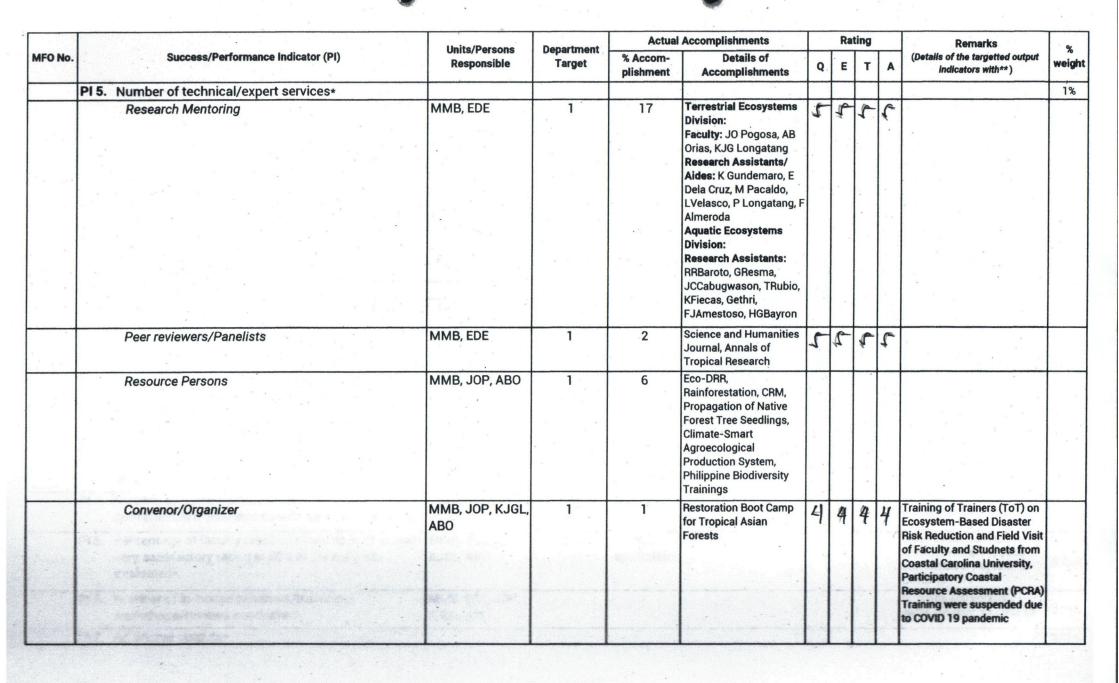


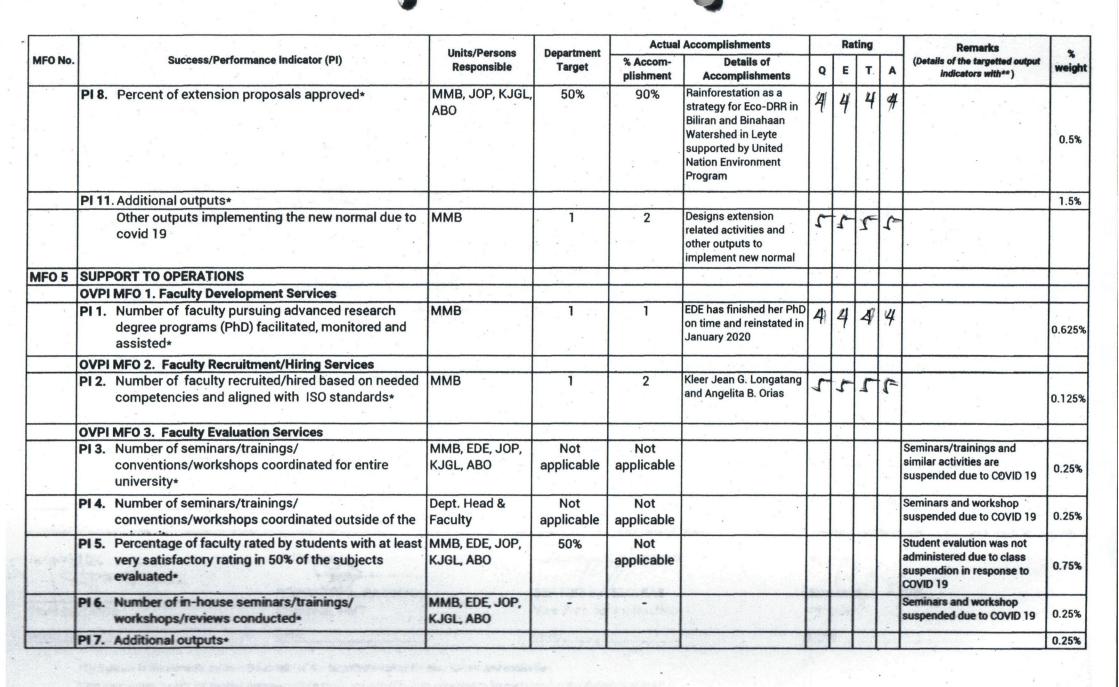
		Units/Persons	Department	Actual Accomplishments		Rating				Remarks	1 %
MFO No.	Success/Performance Indicator (PI)	Responsible	Target	% Accom- plishment	Details of Accomplishments	Q	E	т	A	(Details of the targetted output indicators with**)	weight
	Number of students advised on thesis as SRC Chairman	MMB, EDE, JOP		8.00	MMB - 2; EDE - 2; JOP - 3	2	F	F	2		
	Number of students advised on thesis as SRC Member	MMB, JOP, KJGL		5.00	MMB - 1; JOP - 3; KJGL - 1	2	5	5	2		
	No. of approved manuscript submitted within prescribed period	JOP, GCF	1	2	JOP - Pacaldo, GCF - Cala	N	2	*	6		1%
	On consultation	EDE, JOP, KJGL	3	6	JOP - Veloso, Pacaldo; EDE - Sanchez, Makiling, Merafuentes; KJGL - Maat	8	2	5	4		0.5%
	PI 9: Number of student organizations advised/ assisted*										
	Student organizations advised	JOP	1 .	1	HOMES	4	4	4	4		1.25%
	Student organizations assisted on student related activities	JOP	1	1	HOMES	4		4			1.25%
	PI 10: Number of instructional materials developed*										10%
	On-line ready courseware	MMB, EDE, JOP, KJGL, ABO	2	3	ENVÍ 11, ENVI 111e, ENVI 111n	4	*	4	5		
	Supplemental Learning Resources	EDE, JOP, KJGL, ABO	- 1	30	refer to faculty's individual IPCR	1	7	1	2		
	Flexible instructional materials	MMB, EDE, JOP, KJGL, ABO	2	3	ENVI 11, ENVI 111e, ENVI 111n	1	5	2	2	4	B 4
	Assessment tools	MMB, EDE, JOP, KJGL, ABO	2	3	ENVI 11, ENVI 111e, ENVI 111n	5	2	4	2		
	PI 11: Number of virtual classrooms created and operations	MMB, EDE, JOP, KJGL, ABO	2	3	Google classroom and Moodle (ENVI 11, ENVI 111e, ENVI 111n)	5	7	2	2		
	PI 12: Additional Outputs				2.00						
	Number of on-line course ware reviewed by TRP & edited by MMDC editor	MMB, EDE, JOP, KJGL, ABO	, - ,	3.00	Envi 11, Envi 111e, Envi 111n	~	1	7	2		
MFO 3	RESEARCH SERVICES (10%)			***************************************							
	PI 1. Number of research outputs in the last three (3)	MMB, EDE, JOP, KJLG, ABO	1	2	Rainfo and indigenous seedling production (EDC), tilapia (LGU Baybay, Inopacan)	7	Q	5	2		2%











		Units/Persons	Department	Actual	Accomplishments		Rating			Remarks	
MFO No.	Success/Performance Indicator (PI)	Responsible	Department Target	% Accom- plishment	Details of Accomplishments	Q	E	т	A	(Details of the targetted output indicators with**)	weight
	OVPI MFO 4. Program and Institutional Accreditation Serv	ices									
	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*	Director & all faculty & staff	zero non- conformity	zero non- conformity		7	1	6-	5		2.50%
MFO 6	GENERAL ADMIN. & SUPPORT SERVICES (GASS)					_					
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	ММВ	submitted on time	submitted on time		5	4	4	2		1%
	PI 2. Zero percent complaint from clients served	Director & all faculty & staff	Zero % complaint	Zero % complaint		(2	5	5		2%
	PI 3. Number of coaching sessions among faculty & staff**	ММВ	3	6		T	2	2	5		
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Director & all faculty & staff	6	6		4	4	4	4		
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Director & all faculty & staff	6	6		4	4	4	4		
	PI 6. Additional Outputs										2%
	Designs administration/management related activities and other outputs to implement new	Director & all faculty & staff	-	2.00	y.	4	3	1	1		
	Total Over-all Rating										100%
	Average Rating			189.96%		4.78	4.7	847	4,	78	
	Adjectival Rating					0	0	0	0		

Received by:	REMBERTO A. PATINDOL Chairman, PMT	Recommending Approval: BEATRIZ S/BELONIAS Vice Pres. for Instruction	Approved: EDGARDO E. TULIN. President
DATE:	DATE:	DATE:	DATE:

^{*}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