



**VISAYAS**  
STATE UNIVERSITY

Institute of Tropical Ecology and Environmental Management  
College of Forestry and Environmental Science  
VISAYAS STATE UNIVERSITY

16 NOV 2020

OVPORGAS

### 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, CFES

DATE: \_\_\_\_\_

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):				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
Regular Faculty (VSL)*	5	12	0.0	5	1	5
Regular Faculty (TLS)**	0	0	36.0	0	0	0
Part time Faculty	2	18	0.0	0	0	0
Admin Staff Members	5					
Research/Project Staff Members	22					
<b>TOTAL</b>			<b>108.0</b>	<b>9.0</b>	<b>2</b>	<b>9</b>

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		
<b>MFO 1</b>	<b>ADVANCED EDUCATION SERVICES (20%)</b>										
	<b>OVPI MFO 1. Graduate Degree Program Management Services</b>										
	<b>PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:</b>										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		
	a. pursuing advanced research degree program (Ph.D)*	MMB								PhD degree program was deferred to 2nd Sem/SY 2020-2021 due to COVID-19 pandemic	
	b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	MMB	100.00%	100.00%	Refer to attached lists of research for Terrestrial Ecosystems Division and Aquatic Ecosystems Division	✓	✓	✓	✓		
	c. producing technologies for commercialization or livelihood improvement	MMB	50.00%	75.00%	Propagation of indigenous seedlings, organic cacao liquor (tabliya) and chili powder production	4	4	4	4	No available tilapia fingerlings within the period	
	d. whose research resulted in an extension program	MMB	100.00%	100.00%	Rainforestation as a strategy for Ecosystem-Based Disaster Risk Reduction in Biliran; Artificial Reef as alternative to coral reef	✓	✓	✓	✓		
<b>OVPI MFO 2. Graduate Student Management Services</b>											
	PI 1: Percentage of graduate students enrolled in research degree programs*									There is no graduate research program offered in the institute.	2%
	PI 2: Percentage of accredited graduate programs*	MMB	100.00%	100.00%	MSTropical Ecology is AACUP (Level 2) and RQAT (preliminary review)	✓	✓	✓	✓		2%
	PI 3: Number of graduate degree specializations offered and monitored*	MMB	1	1	MSTropical Ecology	4	4	4	4		2%
	PI 4: Total FTE coordinated, implemented & monitored*	MMB, EDE, JOP, KJGL	3.5	4.86	Refer to actual faculty workload	4	4	4	4		2%
	PI 5: Percentage increase in number of graduate students enrolled*	MMB	5%	46.00%	Old students: Ceniza, Fernandez, Hijada, Katangatang, Mercado, Pelino, Roldan New students: Albarico, Gundemaro, Isaac, Latoreno, Ocoy, Repolido	✓	✓	✓	✓		2%



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	<b>PI 6:</b> Percentage increase in number of students who graduated within prescribed period *	MMB	25%	50%	Ceniza, Lorriane E had graduated in June, 2020	✓	✓	✓	✓	Mr. Mercado was not able to conduct jhis thesis due to COVID 19	2%
	<b>PI 7:</b> Number of graduate students awarded with honors/distinction*										2%
	<b>PI 8:</b> Number of graduate students advised*										2%
	Number of graduate students advised as academic adviser	MMB	1	2	MMB - Ceniza, L.E., Pelino, L.	✓	✓	✓	✓		
	Number of students advised on thesis as GAC Chairman	MMB	-	1	MMB - Ceniza, L.E.	4	4	4	4		
	Number of students advised on thesis as GAC Member	MMB, JOP	-	4	MMB - 3; JOP - Ceniza, L.E.	✓	✓	✓	✓		
	Number of students entertained for consultation purposes	MMB, JOP	-	4	Escultor, P., Pantenople, E., Pizon, F., Ceniza, L.E.	✓	✓	✓	✓		
	<b>PI 9:</b> Number of instructional materials developed*										
	On-line ready courseware	MMB, EDE, JOP, KJGL	1	1	TREC 209, TREC 205	4	4	4	4		
	Flexible instructional materials	MMB, EDE, JOP, KJGL	1	-		4	4	4	4	Development of IM's is ongoing	
	Supplemental Learning Resources	MMB, JOP, EDE, KJGL	-	6	KLGL - TREC 205 (2 ppt pres., 2 video clips, 2 reading assignment) MMB - TREC 209	✓	✓	✓	✓		
	Assessment tools	MMB, EDE, JOP, KJGL	1	2	TREC 209, TREC 205	✓	✓	✓	✓		
	<b>PI 10:</b> Number of virtual classrooms created and operationalized	MMB, EDE, JOP, KJGL	1	2	Google classroom (TREC 209, TREC 205)	✓	✓	✓	✓		
<b>MFO 2</b>	<b>HIGHER EDUCATION SERVICES (50%)</b>										
	<b>PI 1.</b> Percentage of first time licensure exam takers that pass the licensure exams*									No board exam for BSES/BSEM program	7.5%
	<b>PI 2.</b> Percentage of graduates (2 years prior) that are employed*	MMB	10%	100%	Twenty-three graduates (class 2018 and 2019)	✓	✓	✓	✓		2.5%
	<b>PI 3.</b> Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified	MMB, EDE, JOP, KJGL, ABO	80%	100%	BSEM 12; BSES 62						2.5%



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	<b>PI 4.</b> Percentage of undergraduate programs with accreditations*	MMB	100%	100%	BSEM (dissolved program) is accredited by AACUP (level 2) while BSES is a new program	✓	✓	✓	✓		2.5%
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored*									The success indicators in this particular PI were not provided based on the revised template hence these were not reflected in the revised OPCR submitted on June 2, 2020	20%
	<i>Actual Faculty's FTE</i>	EDE, JOP, KJGL, ABO	5	99.60	Refer to actual faculty workload	✓	✓	✓	✓		
	<i>Number of grade sheets submitted within prescribed period</i>	EDE, JOP, KJGL, ABO	-	22.00	EDE - 3; JOP - 5; KJGL - 6; ABO - 8	✓	✓	✓	✓		
	<i>Number of INC forms with grade submitted within prescribed period</i>	JOP	-	17.00	Refer to registrar's records	✓	✓	✓	✓		
	<i>Number of trainings attended related to instruction</i>	EDE, JOP, KJGL, ABO	-	9.00	Training Workshop on Course Modules Production for FL in HEIs; Google Classroom; Moodle; Webinar on Fisheries	✓	✓	✓	✓		
	<i>Number of long examinations administered and checked</i>	KJGL	-	1332.00	6 long exams for 222 students (Envi 11)	✓	✓	✓	✓		
	<i>Number of quizzes and assignments administered and checked</i>	EDE, JOP, KJGL, ABO	-	9331.00	refer to faculty's individual IPCR accomplishment	✓	✓	✓	✓		
	<i>Number of lab reports and term papers checked and graded</i>	EDE, JOP, ABO	-	403.00	refer to faculty's individual IPCR accomplishment	✓	✓	✓	✓		
	<b>PI 8:</b> Number of students advised:*										1%
	<i>Number of students advised as Academic Adviser to students</i>	MMB, EDE, JOP, KJGL	1	74.00	MMB - 33; EDE - 3; JOP - 32; KJGL - 6	✓	✓	✓	✓		
	<i>Number of students advised on thesis as Thesis Adviser</i>	MMB, EDE, JOP, KJGL	-	6.00	EDE - 3; JOP - 2; KJGL - 1	✓	✓	✓	✓		



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	Number of students advised on thesis as SRC Chairman	MMB, EDE, JOP		8.00	MMB - 2; EDE - 2; JOP - 3	✓	✓	✓	✓		
	Number of students advised on thesis as SRC Member	MMB, JOP, KJGL		5.00	MMB - 1; JOP - 3; KJGL - 1	✓	✓	✓	✓		
	No. of approved manuscript submitted within prescribed period	JOP, GCF	1	2	JOP - Pacaldo, GCF - Cala	✓	✓	✓	✓		1%
	On consultation	EDE, JOP, KJGL	3	6	JOP - Veloso, Pacaldo; EDE - Sanchez, Makiling, Merafuentes; KJGL - Maat	✓	✓	✓	✓		0.5%
	<b>PI 9: Number of student organizations advised/ assisted*</b>										
	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	4	4		1.25%
	<b>PI 10: Number of instructional materials developed*</b>										10%
	On-line ready courseware	MMB, EDE, JOP, KJGL, ABO	2	3	ENVI 11, ENVI 111e, ENVI 111n	✓	✓	✓	✓		
	Supplemental Learning Resources	EDE, JOP, KJGL, ABO	-	30	refer to faculty's individual IPCR	✓	✓	✓	✓		
	Flexible instructional materials	MMB, EDE, JOP, KJGL, ABO	2	3	ENVI 11, ENVI 111e, ENVI 111n	✓	✓	✓	✓		
	Assessment tools	MMB, EDE, JOP, KJGL, ABO	2	3	ENVI 11, ENVI 111e, ENVI 111n	✓	✓	✓	✓		
	<b>PI 11: Number of virtual classrooms created and operations</b>										
		MMB, EDE, JOP, KJGL, ABO	2	3	Google classroom and Moodle (ENVI 11, ENVI 111e, ENVI 111n)	✓	✓	✓	✓		
	<b>PI 12: Additional Outputs</b>										
	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	✓	✓	✓	✓		
<b>MFO 3</b>	<b>RESEARCH SERVICES (10%)</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries*	MMB, EDE, JOP, KJGL, ABO	1	2	Rainfo and indigenous seedling production (EDC), tilapia (LGU Baybay, Inopacan)	✓	✓	✓	✓		2%



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	<b>PI 2.</b> Number of research outputs completed within the year*	MMB, EDE, JOP, KJLG, ABO	1	4	Germination trials for dao, toog and kalumpit; Water Requirement and Growth Performance of Cacao (Theobroma cacao L., Var-UF 18) Grown under Screenhouse Condition, CHED and AR's	✓	✓	✓	✓		2%
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal										
	<i>In refereed int'l journals</i>										1.50%
	<i>In refereed nat'l/regional journals</i>	MMB, KJGL	1	1	Anthropocentrism, Forest Loss, Corona Virus 2019, and Rainforestation published in Social Ethics Society Journal of Applied Philosophy	4	4	4	4	Manuscript of Ms. Longatang will be submitted	0.50%
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences*										
	<i>In int'l fora/conferences</i>		Not applicable	Not applicable						Participation to international conference is suspended due to COVID 19 pandemic	1.50%
	<i>In nat'l/regional fora/conferences</i>	MMB, EDE, JOP, ABO, KJGL	1	Not applicable						In-house RDE review is indefinitely postponed due to COVID 19 pandemic	0.50%
	<b>PI 5.</b> Percent of research proposals approved*	MMB	20%	40%	Establishments of Long-term Plots at EDC reservation sites supported by EDC and ELTI	✓	✓	✓	✓		0.5%
	<b>PI 6.</b> Additional outputs*										1.50%
	Number of journal articles/scientific paper received and reviewed as peer-reviewer	MMB, EDE	-	2		✓	✓	✓	✓	Science and Humanities Journal, Annals of Tropical Research	

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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
<b>MFO 4</b>	<b>EXTENSION SERVICES (10%)</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	MMB, EDE, JOP, KJGL, ABO	3	31	<b>Terrestrial Ecosystems</b> <b>Division:</b> EDC, LGU (Barugo, Alangalang, Sta Fe, San Miguel, San Isidro, Calubian, Villaba, Tabango, Leyte, Abuyog, Biliran, Cabucgayan, Caibiran, Culaba, Naval, Kawayan, Almeria), KALAHI-CIDDS DSWD, RISE, and Life Giving Forest Foundation, Carigara Water District <b>Aquatic Ecosystems</b> <b>Division:</b> PASAR, DA-BFAR, DENR, LGU 5th District of Leyte	✓	✓	✓	✓	<b>MMB</b> - Abuyog, EDC, Carigara Water District, Naval, Kawayan, Almeria, EDC <b>EDE</b> - PASAR, DA-BFAR, DENR, LGU 5th District of Leyte (6 municipalities) <b>JOP</b> - KALAHI-CIDSS; Biliran, Cabucgayan, Caibiran, Culaba <b>KJGL</b> - Villaba, San Isidro, Tabango, Calubian, RISE, Leyte <b>ABO</b> - Barugo, Sta. Fe, Alangalang, San Miguel, Life Giving Forest Foundation	2.0%
	<b>PI 2.</b> Number of trainees weighted by the length of training*	MMB	15	46	Rainforestation Training at Carigara Water District, Carigara, Leyte on March 3-5, 2020	✓	✓	✓	✓		2%



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		
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs*	MMB, EDE, JOP, KJGL, ABO	1	6	Development of Rainforestation adopters farm at KALAHI-CIDDS priority sites in Cabucgayan, Biliran; Mainstreaming Rainforestation in the Philippines; NRM-Based Extension Program; Training on Climate Change and Disaster Risk Reduction Management, Rainforestation: A Climate Resilient Intervention for Local Government Units Vulnerable to Climate Change and Disaster-Prone Areas in the Visayas, Coastal Resource Management	✓	✓	✓	✓		2%
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	MMB	5	46	Rainforestation Training at Carigara Water District, Carigara, Leyte on March 3-5, 2020	✓	✓	✓	✓		1%



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		
	<b>PI 5. Number of technical/expert services*</b>										1%
	<i>Research Mentoring</i>	MMB, EDE	1	17	<b>Terrestrial Ecosystems Division:</b> <b>Faculty:</b> JO Pogosa, AB Orias, KJG Longatang <b>Research Assistants/Aides:</b> K Gundemaro, E Dela Cruz, M Pacaldo, L Velasco, P Longatang, F Almeroda <b>Aquatic Ecosystems Division:</b> <b>Research Assistants:</b> RRBaroto, GResma, JCCabugwason, TRubio, KFiecas, Gethri, FJAmestoso, HGBayron	✓	✓	✓	✓		
	<i>Peer reviewers/Panelists</i>	MMB, EDE	1	2	Science and Humanities Journal, Annals of Tropical Research	✓	✓	✓	✓		
	<i>Resource Persons</i>	MMB, JOP, ABO	1	6	Eco-DRR, Rainforestation, CRM, Propagation of Native Forest Tree Seedlings, Climate-Smart Agroecological Production System, Philippine Biodiversity Trainings						
	<i>Convenor/Organizer</i>	MMB, JOP, KJGL, ABO	1	1	Restoration Boot Camp for Tropical Asian Forests	✓	✓	✓	✓	Training of Trainers (ToT) on Ecosystem-Based Disaster Risk Reduction and Field Visit of Faculty and Studnets from Coastal Carolina University, Participatory Coastal Resource Assessment (PCRA) Training were suspended due to COVID 19 pandemic	



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		
	PI 8. Percent of extension proposals approved*	MMB, JOP, KJGL, ABO	50%	90%	Rainforestation as a strategy for Eco-DRR in Biliran and Binahaan Watershed in Leyte supported by United Nation Environment Program	4	4	4	4		0.5%
	PI 11. Additional outputs*										1.5%
	Other outputs implementing the new normal due to covid 19	MMB	1	2	Designs extension related activities and other outputs to implement new normal	5	5	5	5		
<b>MFO 5</b>	<b>SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 1. Faculty Development Services</b>										
	PI 1. Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted*	MMB	1	1	EDE has finished her PhD on time and reinstated in January 2020	4	4	4	4		0.625%
	<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>										
	PI 2. Number of faculty recruited/hired based on needed competencies and aligned with ISO standards*	MMB	1	2	Kleer Jean G. Longatang and Angelita B. Orias	5	5	5	5		0.125%
	<b>OVPI MFO 3. Faculty Evaluation Services</b>										
	PI 3. Number of seminars/trainings/conventions/workshops coordinated for entire university*	MMB, EDE, JOP, KJGL, ABO	Not applicable	Not applicable						Seminars/trainings and similar activities are suspended due to COVID 19	0.25%
	PI 4. Number of seminars/trainings/conventions/workshops coordinated outside of the	Dept. Head & Faculty	Not applicable	Not applicable						Seminars and workshop suspended due to COVID 19	0.25%
	PI 5. Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated*	MMB, EDE, JOP, KJGL, ABO	50%	Not applicable						Student evaluation was not administered due to class suspension in response to COVID 19	0.75%
	PI 6. Number of in-house seminars/trainings/workshops/reviews conducted*	MMB, EDE, JOP, KJGL, ABO	-	-						Seminars and workshop suspended due to COVID 19	0.25%
	PI 7. Additional outputs*										0.25%



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	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*	Director & all faculty & staff	zero non-conformity	zero non-conformity		✓	✓	✓	✓		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*	MMB	submitted on time	submitted on time		✓	✓	✓	✓		1%
	PI 2. Zero percent complaint from clients served	Director & all faculty & staff	Zero % complaint	Zero % complaint		✓	✓	✓	✓		2%
	PI 3. Number of coaching sessions among faculty & staff**	MMB	3	6		✓	✓	✓	✓		
	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		✓	✓	✓	✓		
	Total Over-all Rating										100%
	Average Rating			189.96%		4.8	4.78	4.8	4.78		
	Adjectival Rating					0	0	0	0		

Received by:

Planning Office

DATE:

Calibrated by:

REMBERTO A. PATINDOL  
Chairman, PMT

DATE:

Recommending Approval:

BEATRIZ S. BELONIAS  
Vice Pres. for Instruction

DATE:

Approved:

EDGARDO E. TULIN  
President

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