



VISAYAS
STATE UNIVERSITY

COLLEGE OF FORESTRY AND ENVIRONMENTAL SCIENCE
VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, Dennis P. Peque, Dean of the College of Forestry and Environmental 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 July - December 2021.

DENNIS P. PEQUE

Dean, CFES
Date: 1/13/2022

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 1/16/22

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE Total FTE (1x2))

Personnel	Min. FTE (2)	Research	RDE Commitments*** Publication	Extension
Department Head	4	12.0	0.0	1
Faculty w/ Univ. Designated Position	4	80.0	0.0	3
Regular Faculty (VSL)*	4	48.0	2.0	6
Regular Faculty (TLS)*	12	36.0	0.0	0
Part time Faculty	0	0.0	0.0	0
Admin Staff Members	0			
	184	2.0	4	10

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	Consolidated Targets from DFS & ITEEM	% Accomplishment as of December 2021	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
						Details of Accomplishments		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. Heads & Faculty									4%	
		a. pursuing advanced research degree program (Ph.D) *	ITEEM		N/A	N/A						Concerned faculty will proceed his PhD next year based on the approved Faculty Development Plan for ITEEM. DFS Faculty are all PhD degree holder.	

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						Details of Accomplishments		Quality	Efficiency	Timeliness	Average		
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	5 DFS, 4 ITEEM	7 (3.5)	9/3.5 (257%)	DFS: DPPeque, AEPasa, ANPolinar, EOMangaoang, APBaldos ITEEM: EDE: CHED Research Program: -Seagrasses and Seaweeds of Camotes and Cuatro Islands; Assessment of Marine Protected Areas in Camotes and Cuatro Islands; Biodiversity of Marine Flora and Fauna in Artificial Reefs of Baybay City and Selected Municipalities of the 5th District of Leyte; Species Composition, Abundance and Succession of Seaweeds and Seagrasses in Artificial and Natural Reefs MMB: Development of a Rainforestation Research Capability to Scale-Up Forest Restoration Initiatives in Climate Change Vulnerable Marginal Uplands in Inopacan, Leyte; Effect of Nutrient Management on the Survival and Growth Performance of Mycorrhizal-Infected Dipterocarp Seedlings Planted in Marginal Upland of Inopacan, Leyte; Assessment and monitoring of RF demo farm adopter's sites JOP: Species Combination-Site Condition Matching of Early Successional Species KJGL: Ecological Assessment and Conservation of Aquilaria malaccensis Through Sustainable Agarwood Production in Leyte and Biliran Islands, Philippines (EcoSAP)		5	5	5	5		
	c.	producing technologies for commercialization or livelihood improvement	DFS & ITEEM	2 (1)	2/1 (200%)	Propagation of native forest seedlings; Production of Tilapia fingerlings, DFS Seedling Production & Clonal Nursery		5	5	5	5		
	d.	whose research resulted in an extension program	4 DFS, 2 ITEEM	7 (3.5)	6/3.5 (171%) DFS 4, ITEEM 2	DFS - AEP/DPP: Sustainable Generation of Ecosystem Service from VSU Forest Reserve. AEP: Establishment & Maintenance of On-Campus Climate-Smart Upland Agroforestry Farming Systems/Tree Farm Establishment for Fuelwood Production. ANP: Philippine Miserior Partnership Incorporated, EOM: Establishment & Maintenance of On-Campus Climate-Smart Upland Agroforestry Farming Systems/VSU Tree Clonal Project/Community for Resiliency Training of Trainors/DBP Forest Project for Isabel Upland Watershed & Mangrove Rehabilitation ITEEM- Rainforestation Technology; Artificial Reef as alternative to Coral Reef		5	5	5	5		
OVPI MFO 2. Graduate Student Management Services													
	PI 1: Percentage of graduate students enrolled in research degree programs *		DFS 24, ITEEM 1	100%	100%	DFS - MAAguis, JBDiaz, BDEmpas, JGGula, RSLiano, GOREcosana, CDWales, CCCepada, RDConsular, Egespejon, FTSabejon, RASoria, MMSuyom, MNBonganay, ELBuligan, JCadiz, RPConsular, VBGoltiano, SOBernaldez, MSAvela, JCFernandez, BATuisen, BNPolar. ITEEM (Giuraldo Fernandez, Jonathan Hijada, Pelino Lilibeth enrolled in research study on 1st sem 2021-2022)		4	4	4	4	MSFor & MSTrec	2%

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							Quality	Efficiency	Timeliness	Average		
		PI 2: Percentage of accredited graduate programs *	DFS/ITEEM	100%	100%	DFS - MS Forestry is AACUP Level II Re-accredited (October 2018-October 2022) and RQAT under review ITEEM - MSTropical Ecology is AACUP (Level 2) and RQAT (CHED National Technical Committee) waiting for COPC	5	5	5	5	MSFor & MSTrec	2%
		PI 3: Number of graduate degree specializations offered and monitored *	DFS 1, ITEEM 1	2	2/2 (100%)	MS Tropical Ecology and MS Forestry	4	4	4	4	MSFor & MSTrec	2%
		PI 4: Total FTE coordinated, implemented & monitored	3.5 (1.75) ITEEM, 21 (10.5) DFS	24.5 (12.25 is the half target)	24.93/12.25 (204%) ITEEM 9.71, DFS 15.22	ITEEM -2nd sem 2020-2021 (4.89) 1st sem 2021-2022 (7.82) DFS - 1st sem 2021-2022 (15.22)	5	5	5	5	ITEEM -EDE:TREC 209,TREC 205 MMB:TREC 209, TREC 299, MMB: TREC 206, TREC 208,TREC 299 ; EDE:BIOL 205/TREC 205, KJGL: BIOL 205/TREC 205 JOP:TREC 208 JOP:TREC 209 KJGL:TREC 205	2%
		Number of INC and deferred grades submitted within prescribed period			ITEEM 1	Trec 299-MMB	4	4	4	4	Katang-katang	
		PI 5: Percentage increase in number of graduate students enrolled *	5% ITEEM, 16% DFS	21% (11%)	11/11 (100%) ITEEM 1(7%), DFS 1 (4%)	MS Forestry (Labides) MS Trec (Mayo, Hayahay)	4	4	4	4	New enrollees of MSFor & MSTrec for 1st sem SY 2021-2022	2%
		PI 6: Percentage increase in number of students who graduated within prescribed period *	1 DFS, 25% ITEEM	26% (13%)		N/A						2%
		PI 7: Number of graduate students awarded with honors/distinction *	DFS	3 (1.5)		No awarding this 2nd sem SY 2020-2021						2%
		PI 8: Number of graduate students advised *									Academic Adviser, GAC Chairman, GAC Member, Consultation Purposes.	2%
		As academic adviser	10 ITEEM, 16 DFS	26 (13 for 1st half)	25/13 (192%) DFS 10, ITEEM 15	DFS -Academic Adviser- AEP (JMArtajo) RSC (MAAuguis, EKatangatang) APB (BDEmpas, RPLiano, JGGula) EOM (CCCepada) DPP (GORecosana, CDWales) ANP (JBDiaz) ITEEM Academic Adviser-EDE: Sultan, Hijada, Jose MMB: Fernandez, Albarico, Latoreno, Mayo, Florentino, Loreto, Madera, Escasinas, Tulin JOP: Hayahay, Oquias, Gundemaro JOP (Claveti, Florentino, Tulin, Mayo, Hayahay)	5	5	5	5	In ITEEM, some of the academic advisers are affiliate faculty.	
		As GAC Chairman	DFS & ITEEM		26 in all DFS 20, ITEEM 6	DFS GAC Chairman - EOM (SOBernaldez) JMQ (EGEspejon, FTSabejon, RASonia, MMSuyom) AEP (MSAvela, JCFernandez, BNPolarin) APB (VBGoltiano) TAP (RPConsular, MNBonganay, ELBuligan, JCadiz) RSC (BATiusen) DPP (Lopez, Wales, Recosana, Aguilar, Artajo, Cepada) ITEEM GAC Chairman - EDE: Hijada, Latoreno MMB: Albarico, Isaac, Fernandez, Tulin	5	5	5	5		

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							Quality	Efficiency	Timeliness	Average		
		As GAC Member			36 in all ITEEM 7, DFS 30	DFS GAC Member- DPP (Bernaldez, Cadiz, Chiu, Espejon, Llano, Sabejon, Suyom, Tiusen) ITEEM GAC Member- MMB : Tuisen, Hijada; Bernaldez JOP: Fernandez, Tulin, Katangkatang, Albarico	5	5	5	5		
		For consultation purposes only			DFS 24, ITEEM 21	DFS - AEP (JMArtajo) RSC (MAAuguis, EKatang-katang) APB (BDEmpas, RPLlano, JGGula) EOM (CCCEpada) DPP (GORecosana, CDWales) ANP (JBDiaz) EOM (SOBernaldez) JMQ (EGEspejon, FTSabejon, RASoria, MMSuyom) AEP (MSAvela, JCFernandez, BNPolinar) APB (VBGoltiano) TAP (RPConsular, MNBonganay, ELBuligan, JCadiz) RSC (BATiusen) ITEEM- EDE : Sultan, Hijada, Jose, Latoreno MMB : Fernandez, Albarico, Tulin, Mayo, Florentino, Latoreno, Madera, Escasinas, Isaac, Hijada JOP : Hayahay, Oquias, Gundemaro, Fernandez, Katangkatang, Albarico, Tulin	5	5	5	5		
		PI 9: Number of instructional materials developed *	Dept. Heads &									
		On-line ready courseware	4 (2)ITEEM, 2 (1) DFS	6 (3)	13/3 (433%) DFS 8, ITEEM 5	DFS- JMQ (Fory 205 & Fory 211 lec & lab, Fory 299) TAP (Fory 227 & Fory 269 lec & lab, Fory 229 Lec) ANP (Fory 225 lec) APB (Fory 285 Lec & Lab) AEP (Fory 283 Lec & Lab) ITEEM-EDE : TREC 205; TREC 209 MMB : TREC 208, 209 Lec, TREC 299, TREC 206 JOP : TREC 209, TREC 208 Lab KGL : TREC 205 JOP (TREC 209, TREC 208 Lab)	5	5	5	5	MSForestry and MSTrec courses offered for 1st sem SY 2021-2022	
		Flexible instructional materials	4 (2) ITEEM, 2 (1) DFS	6 (3)	24/3 (800%) DFS 19, ITEEM 5	DFS- JMQ (Fory 205 & Fory 211 lec & lab, Fory 299) TAP (Fory 227 & Fory 269 lec & lab, Fory 229 Lec) ANP (Fory 225 lec) APB (Fory 285 Lec & Lab) AEP (Fory 283 Lec & Lab) ITEEM-EDE : TREC 205; TREC 209 MMB : TREC 208, 209 Lec, TREC 299, TREC 206 JOP : TREC 209, TREC 208 Lab KGL : TREC 205 JOP (TREC 209, TREC 208 Lab)	5	5	5	5	MSForestry and MSTrec courses offered for 1st sem SY 2021-2022	
		Supplemental learning assessment	8 ITEEM	8 (4)	80/4 (2000%) ITEEM 80	ITEEM-EDE (33) : 8 ppt; 1 video clip; 3 recordings, 20 published articles, 1 paper critique MMB (30) : 7 ppt; 20 references, 3 recordings JOP (6) : 2 ppt, 1 RISE evaluation tool, 1 GIS Learning Materials, 2 recordings KGL (11) : 4 ppt, 2 video clip; 5 recording	5	5	5	5	MSTrec courses offered for 2nd Sem SY 2020-2021	
		Assessment tools	4 (2) ITEEM, 20 (10) DFS	24 (12)	40/12 (333%) DFS 25, ITEEM 15	DFS- EOM (Fory 206 lec & lab-Assignments & Exercises, Exams) TAP (Fory 224 lec & lab- Assignments & Exercises, Exams) DPP (Fory 236 lec & Lab-Assignments & Exercises, Exams) JMQ (Fory 299-Assignments & Exercises, Exams) ITEEM - EDE (5) : term exam, analysis report, pre-recorded oral presentation, paper critique, pre-recorded PowerPoint presentation MMB (3) : oral exam, poster, oral presentation JOP (2) : analysis report, map lay-outing KJGL (5) : term exam, analysis report, oral presentation, pre- recorded PowerPoint presentation, paper critique	5	5	5	5		

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						Quality	Efficiency	Timeliness	Average		
	PI 10: Number of virtual classrooms created and operationalized	4 (2)ITEEM, 2 (1)DFS	6 (3)	21/3 (700%) DFS 16, ITEEM 5	DFS (VSUEE) - EOM (Fory 206 lec & lab) TAP (Fory 224 lec & lab) DPP (Fory 236 lec & Lab) JMQ (Fory 299) ITEEM VSU E-Learning: TREC 209, TREC 208, TREC 205, TREC 299 Google classroom: TREC 206	5	5	5	5		
MFO 2	HIGHER EDUCATION SERVICES (50%)										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	DFS	51%	None	FLE, 1/5 (1st Takers=0/2, 2nd Takers=1/3)	4	4	4	4	Forester's Licensure Exam, No board exam for BSES/BSEM program	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *	60% DFS, 10% ITEEM	70%	81%	DFS- 2019 (24/27) 2020 (8/23) a total of 62% ITEEM - 2019 (11) 2020 (2) a total of 100%	5	5	5	5	2019 to 2020, BSF & BSEM graduates	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	DFS & ITEEM	100%	100%	DFS- BS Forestry CHED Certified Program Compliant Effective AY 2019-2020 ITEEM - BS Environmental Science CHED Certified Program Compliant Effective AY 2020-2021	5	5	5	5	BSF, BSES & BSEM	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	DFS & ITEEM	100%	100%	DFS- AACUP Level III Re-accredited from (March 2018-February 2022) ITEEM- BSEM (program dissolved due to no CHED approved CMO) is accredited by AACUP (level 2), while BSES is a new program with COPC	5	5	5	5	BSF, BSES & BSEM	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Heads &									20%
	Actual FTE	75 (37.5) DFS, 10 (5) ITEEM	85 (42.5)	409/42.5 (964%)ITEEM 280, DFS 129.6	DFS- APB (Fmgt 127) RSC (Fmgt 11, Fmgt 137, Fgov 149n, Fsci 125) HLM (Fmgt 121n, Fsci 131) EOM (Fmgt143, FMgt 147) AEP (Fgov 133, Fmgt 145n) TAP (Fsci123n) DPP (Fmgt131n) ANP (Fgov 135, ForE 139) JMQ (Wtec141, Fory 137) ITEEM-EDE(4.2) MMB (22.2) JOP (18.5) KJGL (70.8) ABO (6.35) FJA (29.85) LCC (32.55) SB (27.75) KLI (27.9) JC (28.35) KF (6) GF (3)	5	5	5	5	Refer to the Actual Faculty Workload for 1st semester SY 2021-2022	
	Number of grade sheets submitted within prescribed period	ITEEM	10 (5)	75/5 (1500%) ITEEM 75	ITEEM- EDE (5): Envi 200-3 grade sheets, Envi 114n, Envi115n MMB (2): Envi 116n Lec JOP (5): Envi 200, Envi 111n, Envi 116n (Lec), Envi 119, Envi 110 (Lab) KJGL (12): Envi 11 - 6 Sections, Envi 200, Envi110, Envi 11e, Envi 111e, Envi 114n (Lab), Envi 116n (Lab) ABO (9): Envi 111e, Envi 11e, Envi 198, Envi 116n (Lab) Envi 11 - 3 sections, Envi 200 Part-time Instructors & GTA: 39 Affiliate Faculty: 3	5	5	5	5	EDE - 5 MMB - 2 JOP - 5 KJGL - 12 ABO - 9 (Part-timer Instructors& GTA) FJA - 7 LCC - 8 SB - 8 KLI - 7 JC - 7 KF - 2	
	Number of INC forms with grades submitted within prescribed period	ITEEM	5 (3)	46/3 (1533%) ITEEM 46	ITEEM - EDE: Envi 124- 3 students JOP: Envi 110- 10 students ABO: Envi 110-14 students (Part-time Instructors: Fernandez -2; Auguis- 6 GTA: Florentino - 2) KJGL: Envi 11- 6 students Envi110-3 students	5	5	5	5		
	Number of trainings attended related to instruction	ITEEM & DFS	2 (1)	4/1 (400%)	Mandatory Orientation and Re-Orientation of Academic Advisers, Department Enrolment Focal Persons, and College Hotline Agents- July 21-22, 2021; Orientation on the Use of Google Sites and Shared Drive for RQAT Documentation on August 5, 2021; VSU EE Virtual Classroom Management (Onboarding on the Flexible Learning Modality) on Aug.19, 20,23, 2021;	5	5	5	5	DPP, EDE, MMB, JOP, KJGL, ABO, APB, RSC, ANP, AEP, EOM, HLM, TAP	

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								Quality	Efficiency	Timeliness	Average		
			Number of long exams administered and checked	ITEEM	30 (15)	ITEEM (26)	ITEEM 1st Sem SY 2021-2022 (26)	4	4	4	4		
			Number of quizzes and assignments administered and checked	ITEEM	100	ITEEM (111)	ITEEM (111)	4	4	4	4		
			Number of lab reports and term papers checked and graded	ITEEM	10	ITEEM (30)	ITEEM (JOP: Envi 110 - 1 e-portfolio for 28 students; Envi 119n - 1 Lab Report for 20 students KJGL: Envi 114n (66) - 3 lab exercise for 22 students; Envi 116n (138) - 2 laboratory exercises & 4 reflection papers for 23 students; Envi 111e (122): 2 Lab reports for 61 students ABO: Envi 111e (54) - 1 lab exercise & 1 oral presentation for 27 students; Envi 116n (162) - 2 laboratory exercises & 4 reflection papers for 27 students FJA: Envi115n (180) - 8 Lab Exercises & 1 Scientific presentation for 20 students	5	5	5	5		
			PI8: Number of students advised: *	Dept. Heads &									
			As academic adviser	ITEEM & DFS	50 (25)	325/25 (1300%) DFS 161, ITEEM 164	DFS Academic Advisers- APB (13) RSC (13) EOM (11) HLM (15) AEP (16) TAP (17) DPP (13) ANP (25) JMQ (7); ITEEM EDE: 26; MMB: 42; JOP: 55; KJGL: 35; ABO: 6	5	5	5	5	1st Sem 2021-2022	
			On thesis/ field practice/special problem	10 ITEEM, 5 DFS	15 (7.5)	78/7.5 (1040%) DFS 58; ITEEM 20	DFS Field Practice -ANP 5, HLM 7, TAP 6, RSC 5, APB 3, AEP 6; DFS Undergraduate Thesis-APB 4, AEP 3, HLM 3, DPP 3, ANP 4, RSC 3, EOM 2, TAP 4; ITEEM 6 EDE: SLMakiling, ABacus, VCabusas, JGualvez, ALumaad, LSalve,MMB: JAsombrado, DBillona, CCamarines, DCanabe, ADonaire KJGL: KMaat, MMerafuentes, DNaldo, AYordan ABO: JRMLoayon, JPSanchez JOP: OLee, AValida, KVeloso	5	5	5	5	Based on number of fourth year students enrolled SY 2021-2022; The thesis adviser of other BSEM students are affiliate faculty.	
			As SRC chairman	ITEEM & DFS	20 (10)	80/10 (800%) DFS 66; ITEEM 14	DFS Undergraduate Thesis & Field Prac-HLM (VLaupoy, CCcebreros, 18) RSC (JBCoral, JLLomocso,6) DPP (BPBada,3) ANP 9, APB 6, AEP 8, TAP 10, EOM 1; ITEEM 6 EDE: KMMaat, Naldo, Yordan, Santianez, Moralda MMB: KMVeloso, Gavan, Valida, Flores, Lee JOP: JRMLoayon, Billona, SLMakiling, CMBendanillo, KJGL-Camarines, Donaire	5	5	5	5	The thesis adviser of other BSEM students are affiliate faculty (Prof. EKSerio, Dr.DJLumanao, Dr. Fernandez).	1%
			As SRC member	ITEEM & DFS	20 (10)	62/10 (620%) DFS 46; ITEEM 16	DFS-BBada (APB, RSC); CCcebreros (RSC, TAP); VMaupoy (RSC, TAP); JLLomocso (HLM, JMQ); JCoral (EOM, AEP); APB 7, RSC 10, HLM 9, AEP 6, TAP 4, DPP 4, ANP 6; ITEEMEDE: CBendanillo, MMB: Cinto, JOP: JBaltazar, JAMFlores, KMMaat, Moralda, Santianez, Camarines, Donaire KJGL: Asombrado, Valida ABO: KMVeloso, SLMakiling	5	5	5	5		
			No. of approved manuscript submitted within prescribed period	ITEEM & DFS	5	N/A	All are irregular students					Ongoing thesis data collections	1%

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		On consultation	ITEEM & DFS	20	DFS 161, ITEEM 849	DFS-Field Practice - HLM (VLMaupoy, CCCEbreros) RSC (MNAbina, JBCoral, JLLomocso, KCObrar) DPP (BPBada) Academic Advisers- APB (13) RSC (13) EOM (11) HLM (15) AEP (16) TAP (17) DPP (13) ANP (25) JMQ (7); ITEEM EDE: 58; MMB: 109; JOP: 131; KJGL: 397; ABO: 154 KJGL: 314; ABO: 154	5	5	5	5		0.5%
		PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty									
		Student organizations advised	KJGL, ANP, RSC, APB, DPP	3	3/3 (100%)	DFS (Forestry Student Society, CFES Student Supreme Council); ITEEM (Helpers of Outreaching Mother Earth's Stability (HOMES)	5	5	5	5	HOMES, FSS, CFES-SSC	1.25%
		Student organizations assisted on student related activities	KJGL, ANP, RSC, APB, DPP	3	1	On-line Phil. Association for Environmental Science Students (PAES), CFES Night	5	5	5	5	HOMES, FSS, CFES-SSC	1.25%
		PI 10: Number of instructional materials developed *	Dept. Head & Faculty								Titles and name of faculty	10%
		On-line ready courseware	5 DFS & 2 ITEEM	7 (3.5)	34/3.5 (971%) DFS 20; ITEEM 14	DFS- APB (Fmgt 127) RSC (Fmgt 11, Fmgt 137, Fgov 149n, Fsci 125) HLM (Fmgt 121n, Fsci 131) EOM (Fmgt143, FMgt 147) AEP (Fgov 133, Fmgt 145n) TAP (Fsci123n) DPP (Fmgt131n) ANP (Fgov 135, ForE 139) JMQ (Wtec141, ForE 137) ; ITEEM Envi 11, Envi 11e, Envi 111e, Envi 111n, Envi 110, Envi 116n, Envi 114n, Envi 115n, Envi 198, Envi 117n, Envi 121n, Envi 119n, Envi 113n, AgEx 153	5	5	5	5	BSF courses offered for 2nd Sem SY 2020-2021	
		Supplemental learning resources	ITEEM	10 (5)	129/5 (1020%)	EDE (35): Envi 114n - 1 ppt, 14 recorded lecture & 1 Video clip (embedded in the lecture); Envi115n - 2 ppt, 14 recorded lectures, 1 pre-recorded lecture, 1 video film; Envi 111e - 1 ppt MMB (31): Envi 121n - 5 ppt & 4 recorded lectures; Envi 113n - 7 ppt & 6 recorded lectures; AgEX 153 - 5 ppt & 4 recorded lectures JOP (11): Envi 111n - 4 ppt, 2 recordings; Envi 119n - 2 ppt, 3 recordings KJGL (27): Envi 116n - 1 ppt; Envi 11 - 3 ppt; Envi 110 - 3 ppt; Envi 114n - 2 recordings; Envi 11e - 6 ppt; Envi 111e - 6 ppt & 6 recordings ABO (14): Envi 116n - 4 ppt, Envi 198 - 2 ppt; Envi 111e - 2 ppt; Envi 11e - 3 ppt; Envi 11 - 3 ppt FJA (11): Envi115n (Lab) - 9 recorded lectures, 2 pre-recorded lectures Envi 11, Envi 111e, Envi 111n, DFS -61	5	5	5	5		
		Flexible instructional materials	DFS & ITEEM	5 (2.5)	64/2.5 (2560%) ITEEM 3, DFS 61		5	5	5	5		

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[illegible]

[illegible]

MFO No.			Success/Performance Indicator (PI)	Units/Pers ons Responsibl e	Consolidate d Targets from DFS & ITEEM	% Accom- plishmen t as of Decembe r 2021	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
							Details of Accom-plishments		Quality	Efficiency	Timeliness	Average		
			No. of research-related awards (research conducted by faculty or student w/ faculty)	ITEEM	1 (0.5)	2/0.5 (400%)	Best Research Paper Award (Forestry Track) on the research presented during the National Conference on Agriculture, Fisheries, and Forestry 2021 at Northeastern Mindanao State University from November 4-5, 2021 (ONLINE) Second Place: SJMC, VAE, DJN, AOC, KJGL, ABO, JOP, KDG, OBB, RMFO, LPL, FMA, MMB Third Place: ABO, JOP, FMA, KJGL, LPL, PPM, MJCC, SJMC, LKQC, HTC, VAE, JDN, MMB		5	5	5	5	School on the Air Radio Program Modality on Rainforestation Farming Training in Response to Face-To-Face Restrictions Due to the COVID-19 Pandemic	1.50%
			Number of journal articles/ scientific paper received and reviewed as peer-reviewer	ITEEM & DFS	1 (0.5)	8/0.5 (1600%) ITEEM 1, DFS 7	ITEEM MMB: Biodiversitas, Journal of Biological Diversity: The Habitat Distribution of Native Trees in Cebu Island Key Biodiversity Areas: Indicator for Species- Site Suitability in Local Reforestation Programs DFS- Philippine Journal of Science, Annals of Tropical Research, Forest Zone Policy paper, Forest Cadastre paper		5	5	5	5		
			Other outputs implementing the new normal due to covid 19	DFS		6	ACIAR ASEM 2016/103 "Enhancing Livelihood Ththrough FLR" strategies, Field Coordinating Survey, F2F survey, Online FGD		5	5	5	5		
			Review/evaluate Research proposals			1	UPLB Proposal		5	5	5	5		
			As peer reviewer			3	ATR articles		5	5	5	5		
			As panelist			1	DOST-ASTHRDP		5	5	5	5		
			Active research collaborative partnership with Palompon Institute of Technology (PIT)	ITEEM		1	CHED DARE TO Project (on-going)		5	5	5	5		
MFO 4	EXTENSION SERVICES (10%)													

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	% Accomplishment as of December 2021	Actual Accomplishments Details of Accomplishments	Rating				Remark (Details of the targetted output indicators with **)	% weight
							Quality	Efficiency	Timeliness	Average		
		PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	10 (5) ITEEM, 2 (1) DFS	12 (6)	67/6 (1117%) DFS 37; ITEEM 30	DFS Region 7 PO's and BLGU's, EDC, PNPCSI, NRC, LGU, Ormoc City, ICSC, Oxfam, CORA, PASAR, CCC, LAPCO, DBP (Australian Centre for International Agricultural Research (ACIAR) ; Department of Environment and Natural Resources, Regions 7, 8 and 10; Provincial Government of Leyte and Southern Leyte; LGU-Isabel; National Grid Corporation of the Philippines (NGCP); LGU-Baybay; Cienda-San Vicente Farmers' Association; Oxfam in the Philippines; Climate Change Commission; Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (PCAARRD) ITEEM Terrestrial Ecosystems Division: EDC, LGU (Barugo, Alangalang, Sta Fe, San Miguel, San Isidro, Calubian, Villaba, Tabango, Leyte, Abuyog, Biliran, Cabucgayan, Caibiran, Culaba, Naval, Kawayan, Almeria, Javier, Mahaplag), KALAHI-CIDDS DSWD, RISE, and Life-Giving Forest Foundation, Carigara Water District Aquatic Ecosystems Division: PASAR, DA-BFAR, DENR, LGU 5th District of Leyte, VSU Internationalization Program: LGU (Abuyog, Baybay)	5	5	5	5		2.0%
		PI 2. Number of trainees weighted by the length of training *	50 (25) ITEEM, 25 (12) DFS	75 (38)	80/38 (216%) DFS 50; ITEEM 30	DFS AEP ACIAR ASEM Training ITEEM Webinar: Integrating Rainforestation Farming to Promote Sustainable Agarwood Production in the Philippines on July 26-28, 2021. Sponsored by Environmental Leadership and Training Initiative and Visayas State University	5	5	5	5		2%
		PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	2 (1) ITEEM, 1 DFS	3 (2)	16/2 (800%) DFS 6, ITEEM 10	DFS- CO2 Compensation Project, Core project, Climate Smart Upland Demo Farm, DBP Forest Project, WoMangrove rehabilitation, Clonal nursery ; ITEEM Rainforestation Adopters Farm Cross visits in Barangay Kambonggan and Marcos on August 07, 2021 by the participants of the Integrating Rainforestation Farming to Promote Sustainable Agarwood Production in the Philippines; Closing Program of School on the Air (SOA) on Rainforestation Farming DYBK-FM (Rainforestation Farming: Maluntarung Pamaagi sa Pagpalambo sa Kita, Abunda'ng Pagkaon ug Maminosan ang Epekto sa Pagkausab sa Klima) in the municipalities of Mahapiag, Abuyog and Javier, Leyte Coastal Resource Management; Monitoring of Marine Flora and Fauna in the Vicinity of PASAR, Isabel, Leyte; Community consultation on Ecological and Conservation on Sustainable Agarwood Production (ECo-SAP);	5	5	5	5		2%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	% Accomplishments as of December 2021	Actual Accomplishments Details of Accomplishments	Rating				Remark (Details of the targetted output indicators with **)	% weight
						Quality	Efficiency	Timeliness	Average		
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	80% ITEEM, 25% DFS	53%	95% (DFS 90%, ITEEM 100%)	DFS AEP ATI Learning sites beneficiaries advisory services to ACIAR FLR partner PO's in Region 6,7 & 8; ITEEM Integrating Rainforestation Farming to Promote Sustainable Agarwood Production in the Philippines on July 26-28, 2021. Sponsored by Environmental Leadership and Training Initiative and Visayas State University	5	5	5	5	The training was attended by Aquilaria entrepreneurs and land owners from Ormoc City, Tacloban City, and Jaro, Leyte	1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty									1%
	Research Mentoring	2 ITEEM, 1 DFS	3 (1.5)	69/3 (4600%) DFS 47, ITEEM 16, CFES 6	DFS _ACIAR Science Research Aide- 5; MS Research Students - 15; BSF Thesis students_24, Staff of Climate Change_3 ITEEM _Terrestrial Ecosystems Division: Faculty: JOPogosa, ABORias, KJGLongatang, Research Assistants/ Aides: KGundemaro, VEscasinas, PLongatang, FAlmeroda, RMOquias, KFlorencio, Aquatic Ecosystems Division: Research Assistants/Aide: KAlkuino, EEstallo, OCapin, JFamestoso, JC Cabugwason, ISosmena	5	5	5	5		
	Peer reviewers/Panelists	1 ITEEM, 2 DFS	3 (1.5)	4/1.5 (267%) DFS 3, ITEEM 1	DFS_National Conference in Agriculture, Fisheries & Forestry (NCAFF2021) and NEMSU National Symposium); ITEEM_MMB: Biodiversitas, Journal of Biological Diversity:	5	5	5	5	Peer reviewer	
	Resource Persons	5 ITEEM, 1 DFS	6 (3)	11/3 (367%) DFS 5, ITEEM 6	DFS_Forest Foundation of the Philippines, CCC Webinar 3, UPLB FAF Webinar; ITEEM KJGL: Philippine Biodiversity and Ecosystem Services SJMC: Understanding the Origin, Biogeography, and the Science of Agarwood ABO: Rainforestation Farming JOP: Geospatial Tools in Farm Establishment and Monitoring, Nursery Establishment MMB: Climate- Smart Agroecological Farm Management SJMC: Free ELTI Webinar: Agroforestry and On- Farm Restoration Practices Panel Discussion – Writing the Forest Online Workshop (Nov. 26, 2021)	5	5	5	5	Integrating Rainforestation Farming to Promote Sustainable Agarwood Production in the Philippines on July 26-28, 2021. Sponsored by Environmental Leadership and Training Initiative and Visayas State University	
	Convenor/Organizer	ITEEM	1 (0.5)	19/0.5 (3800%) ITEEM 3, DFS 16	ITEEM_Closing Program of School-in-the-Air; Integrating Rainforestation Farming to Promote Sustainable Agarwood Production in the Philippines, Agroforestry and On- Farm Restoration Practices; DFS-ACIAR Extension Officers & PO's Presidents, officers and members, WoMangrove orientation seminar	5	5	5	5	The activities were sponsored by Environmental Leadership and Training Initiative in collaboration with the Institute of Tropical Ecology and Environmental Management	
	Consultancy	DFS		2	FEF, CORA	5	5	5	5		
	Evaluator	DFS		2	LGU Ormoc Resilient LGU Program thru NRC Symposium	5	5	5	5		

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	% Accomplishments as of December 2021	Actual Accomplishments Details of Accomplishments	Rating				Remark (Details of the targetted output indicators with **)	% weight
						Quality	Efficiency	Timeliness	Average		
	PI 8. Percent of extension proposals approved	ITEEM	50%	100%	ITEEM_EDE: Integrated Coastal Resource Management NRM CRM 015; Upgrading of Tilapia and Freshwater Prawn Hatchery Facilities and Capacity Building to Enhance Tilapia Production and Distribution at the Visayas State University; DFS-Core project, Climate Smart demo, CORA WoMangrove	5	5	5	5		0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty									
	Other output implementing the new normal due to covid-19	DFS & ITEEM	1 (0.5)	6/0.5 (1200%)ITEEM 2, DFS 4	ITEEM-Development of materials for on-line training on Rainforestation; Conduct of webinar. DFS-Virtual meeting with ACIAR FLR Organizers, in Region 6, 7 & 8; IEC material development, Demo Farm enhancement, video clip development	5	5	5	5	EDE, MMB, JOP, KJGL, ABO	1.5%
	Number of PO's or farmers communicated and/or advised	DFS		40	PO's in Region 6, 7 and 8 under ACIAR	5	5	5	5		
	Attendance to webinar meeting	ITEEM		ITEEM 3	ITEEM_Attendance to webinar DENR-CIPLS-PAMB meeting as academe PAMB representative (Oct. 5 & Dec. 3, 2021 and TWG-PAMB Meeting as Chairperson (Dec. 1, 2021)	5	5	5	5	1 Regular & 1 Special PAMB Meeting; 1 CIPLS-TWG-PAMB meeting	
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 *	ITEEM		1	Ms. A. Orias is on official study leave enrolled in MS in Environmental Science at UP Tacloban Campus	4	4	4	4	Concerned faculty will start her study leave on 1st sem, SY 2021-2022	0.625%
	Attendance to trainings/seminars	DFS & ITEEM		28 All ITEEM 12, DFS 16	ITEEM_EDE:EDE (2): HRM (1): MMB (2): JOP (2): KJGL (5): DFS-DPP (6), EOM (2), AEP (3), RSC (2), APB (3)	5	5	5	5		
OVPI MFO 2. Faculty Recruitment/Hiring Services											
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	ITEEM	1 (0.5)	4/0.5 (800%) ITEEM 5	Part-time instructors for the 1st Sem. AY 2021- 2022	4	4	4	4	Conducted two (2) rounds teaching demo & screening of part-time applicants. The following were hired as part-time instructors: FJAmestoso, JCruza, LCCeniza, SBernaldez, KLIsaac	0.125%
OVPI MFO 3. Faculty Evaluation Services											
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	1 ITEEM, 1 DFS	2 (1)	2/1 (200%) DFS	Climate Change and ACIAR	5	5	5	5	No seminar/ convention allowed due to pandemic.	0.25%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	% Accomplishment as of December 2021	Actual Accomplishments Details of Accomplishments	Rating				Remark (Details of the targetted output indicators with **)	% weight
						Quality	Efficiency	Timeliness	Average		
	PI 4: Number of seminars/trainings/conventions/workshops coordinated outside of the university *	1 ITEEM, 1 DFS	2	4/1 (400%) DFS 4	DFS_ACIAR FLR Project	5	5	5	5		0.25%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	50% ITEEM, 65% DFS	58%	89%	ITEEM 89% (8/9), DFS 89% (8/9)	5	5	5	5	Result is based on the student's evaluation report for the 2nd semester AY 2020 – 2021 received just this Jan. 18, 2022.	0.75%
	PI 6: Number of in-house seminars/trainings/workshops/reviews conducted/attended *	3 ITEEM, 1 DFS	4 (2)	9/2 (450%) ITEEM 8, DFS 1	DFS_In house review ITEEM_HRM (3): Upgrading Tilapia and Freshwater Hatchery Facilities and capacity Building to Enhance Tilapia Production and Distribution at the Visayas State University; Artificial Reef and CHED DARE TO Projects EDE (1): Integrated Coastal Resource Management MMB (3): Mainstreaming Rainforestation Technology in the Philippines and Long-Term Monitoring of RF Adopters Farm; Natural Resource Management-Based Extension Program (VSU Nature Park) Phase II: Empowerment of Local Stakeholders Through Capacity Building, Relocation Survey of VSU's Agricultural reservation and Development of Physical Land-use and Resource-Map; Training on Climate Change and Disaster Risk Reduction and Management (YRRP) JOP (1): Development of Province Wide Learning Sites on Sustainable Agriculture and Natural Resources Management and Assessment of Community People's Perception Towards the Rainforestation KALAH-CIDSS Program in Cabugayan, Biliran	5	5	5	5		0.25%
	PI 7: Additional outputs	Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support										0.25%
OVPI MFO 4. Program and Institutional Accreditation Services											
	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	Zero Non conformity						Zero non-conformity (No N	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	ITEEM & DFS	submitted on time, 3	submitted on time	submitted on time DFS-5						1%
	PI 2: Zero percent complaint from clients served	ITEEM & DFS	0%	0%							2%

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	% Accomplishment as of December 2021	Actual Accomplishments Details of Accomplishments	Rating				Remark (Details of the targetted output indicators with **)	% weight
							Quality	Efficiency	Timeliness	Average		
		PI 3. Number of coaching sessions among department heads, faculty & staff ***	5 ITEEM, 3 DFS	8 (4)	14/4 (350%)	DFS_6 Meeting ; ITEEM 8	5	5	5	5		
		PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of College/department targets ***	6 ITEEM, 1 DFS	7 (3.5)	10/3.5 (286%)	DFS_2 Meeting ; ITEEM 8	5	5	5	5		
		PI 5. Number of monthly/special faculty & staff meetings conducted**	9 ITEEM, 10 DFS,	19 (8)	27/8 (338%)	DFS_16 ; ITEEM 8; CFES 3	5	5	5	5		
		PI 6. Additional Outputs	Dept. Head & all faculty									
		Other outputs implementing the new normal due to covid 19	DFS		5.00	Constant follow-up with Faculty and staff	5	5	5	5		
		Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *	DFS		6	Informal discussions with faculty & staff; openline/virtual meetings as need arises	5	5	5	5		
		Attendance to various virtual and face-to-face meetings	Dept. Head & all faculty & staff		45	EDE: A total of 44 meetings attended as Unit Head KJGL: Re- Orientation of Employees' Duties and Responsibilities and Good Customer Service (ONLINE) on September 23, 2021.	5	5	5	5		
		APB Representative	DFS & ITEEM		2	Teaching Demo and Screening of Applicants (Regular and Part-time Instructors) of DBS on July 19, 2021. DFS-RSC	5	5	5	5		
		NAPB Representative	Dept. Head & all faculty		1	Interview and Screening of Applicants for Admin Aide position on Aug. 11, 2021.	4	4	4	4		
		Number of activities conducted/organized as committee members/ chairpersons in support	Dept. Head & all faculty & staff		3	Training on Integrating Rainforestation Farming to Promote Sustainable Agarwood Production in the Philippines; Cross site visits on Rainforestation Adopters Farm; Prepared and submitted the Waste Management Profile of the University	5	5	5	5	The training and cross site visits were designed on the conservation and sustainable utilization of Aquilaria which is in line on the University's mission on sustainable communities and environment.	
		Designs administration/ management related activities and other outputs to implement new normal	ITEEM & CFES		2	All faculty & staff are required to report on skeletal workforces following OP Memo Circular # 101, s., 2021 and the IATF health protocol	5	5	5	5		
		Remote RQAT Evaluation	Dept. Head & all faculty & staff		1	Presented MS TREC Program for COPC application with CHED-R08 Technical Review Committee on Biology (Aug. 20, 2021)	5	5	5	5		
		Request for schedule of regular calibration of laboratory/field equipment	Dept. Head & all faculty & staff		1	Submitted a request for schedule of regular calibration of laboratory/field equipment used for instruction/research and extension activities of the institute, addressed to the VP for Admin. and Finance, thru the Instrumentation Unit	5	5	5	5		

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	% Accomplishments as of December 2021	Actual Accomplishments Details of Accomplishments	Rating				Remark (Details of the targetted output indicators with **)	% weight
							Quality	Efficiency	Timeliness	Average		
		Responding to the onslaught of the super typhoon Odette	Dept. Head & all faculty & staff		3	The following was facilitated and conducted: 1. Clearing operation at the ITEEM grounds on Dec. 20 – 23; 2. Relief distribution operation to Southern Leyte on Dec. 29 – 30; 3. Evaluation and assessment on the damages caused by the typhoon on the affected ITEEM faculty and staff; submitted a request (and was approved) for lumber from trees toppled down to aid the affected personnel, at least to defray some cost needed for the repairs.	5	5	5	5		
Total Over-all Rating							4.49					
Average Rating						4.83%	4.87					
Adjectival Rating							Outstanding					

Received by:


DILBERTO O. FERRAEN
Planning Office

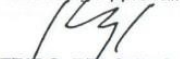
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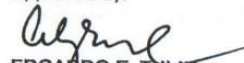

DANIEL LESLIE S. TAN
Chairman, PMT

Date: 1/29/22

Recommending Approval:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 1/26/22

Approved by:


EDGARDO E. TULIN
President
Date: 1/21/22

- * The College target should be equal to the consolidated target of the departments under the College.
- ** To indicate in the remarks column the details of the targetted outputs for easy review and calibration.
- *** No percentage weight for ranking purposes since the Office of the Dean is automatically attached to the highest ranking department under him.