

Department of Forest Science COLLEGE OF FOREST ENVIRONMENTAL SENCE VISAYAS STATE VEN

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, Dennis P. Peque, Head of the Department of Forest Science, commits to deliver and agree to be rated on the attainment of the following accomplishments in according indicated measures for the period July - December 2020

Com DENNIS P. PEQUE

Department Head Date:

INFORMATION

Note:

College Dean Date:

DENNIS P. PEQUE

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

ON PERSONNEL FULL-TIME TEACHING EQUIVALEN	IT (FTE):		Total FTE (1x	(2) RDI	E Commitment	S***	
Personnel	Numbe	Min. FTE (2)		Research	Publication	Extension	
Department Head	1	4	7.0	0%	1	0	
Faculty w/ Univ. Designated Position	2	4	21.5	0%	2	0	
Regular Faculty (VSL)*	5	4	17.6	200%	5	1	
Regular Faculty (TLS)*	4	12	75.6	0%	4	0	
Part time Faculty	0	0	0.0	0%	0	0	
Admin Staff Members	4	0					
			122	200%	12	1	

\* On vacation-sick-leave status. Ratio of Instruction and RDE commitmtents 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 Performance Indicators under Research (UMFO 3) and extension (UMFO 4)

						Act	tual		Rat	ing			
MFO No.			Success/Performance Indicator (PI)	Units/Perso ns Responsibl e Department % Target p	% Accom-	_	ality	Efficiency	Timeliness	Average	towasted autoute indicators	% weight	
MFO 1	ADVAN	CED EDUC	CÁTION SERVICES (20%)										
	OVPI	MFO 1. Gr	aduate Degree Program Management Serv	rices									

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1		entage of graduate school faculty engaged in work applied in any of the following:	Dept. Head & Faculty									
	a.	pursuing advanced research degree program (Ph.D) *			N/A						All DFS faculty members are Ph.D degree holder	
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	ANP, AEP, EOM, DPP, RSC, APB, TAP	44%	7/9 (77.78%)	Refer to DFS Annual Report	5	5	5	T	ACIAR Forestry Projects, Climate Change Projects, Laforet, EcoRefo, Foreshore Project, Coffee Table Book, Growth performance monitoring of tannin-producing trees in the project site in Inopacan, Leyte	
	C.	commercialization or livelihood improvement										L
OVE	d.	whose research resulted in an extension program  aduate Student Management Services	EOM, AEP, ANP	22%	5/9 (56%)	Refer to DFS Annual Report	S	I	5	5	Sustainable Generation of Ecosystem Service from VSU Forest Reserve, Establishment & Maintenance of On-Campus Climate-Smart Upland Agroforestry Farming Systems, Tree Farm Establishment for Fuelwood Production, Philippine Miserior Partnership Incorporated, VSU Tree Clonal Project, Community for Resiliency Training of Trainors, Annual Regional Conference on Climate Change RDE	
		of graduate students enrolled in research	Dept. Head				+			$\vdash$		-
	e programs		& Faculty	100%	100%		_				MS Forestry Program	_
		of accredited graduate programs *	Dept. Head & Faculty	100%	100%						MS Forestry Program, AACCUP Level II re-accredited	
-	Number of gored *	graduate degree specializations offered and	Dept. Head & Faculty	1	(100%)						MS Forestry Program	

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	PI 4: Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty	20	19.46/20 (97.3%)	Refer to 1st sem SY 2020- 2021 Individual Faculty Workload	5	5	5	5	Fory 205,Fory 211,Fory 283,Fory 283,Fory 225,Fory 229,Fory 269,Fory300.2	2%
	PI 5: Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty	15%	33.33% (from 18 to 24)		5	5	5	S	Llano, Auguis, Empas, Martinez, Wales, Gula	2%
	PI 6: Number of students who graduated within prescribed period *	Dept. Head & Faculty	1	N/A							2%
	PI 7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty	3	N/A							2%
	PI 8: Number of graduate students advised *	DPP,EOM, RSC, ANP, AEP	15	13/24 (54.17%)		5	5	5	5	Avela, Fernandez, Polinar, Bonganay, Buligan, Cadiz, Bernaldez, Villacarillo, Espejon, Sabejon, Soria, Suyom, Tuisen	2%
	PI 9: Number of instructional materials developed *	& Faculty									
	On-line ready courseware			2		5	5	5	5	Fory 229, Fory 205	
	Flexible instructional materials			4		5	5	5	5	Fory 205, Fory 211, Fory 283, Fory 225	
	Assessment tools			24		5	5	5	5	Fory 205, Fory 211, Fory 283, Fory 225, Fory 229, Fory 269	
	PI 10: Number of virtual classrooms created and operationalized		1	2/1 (200%)		5	5	5	5	Fory 229, Fory 205	
MFO 2	HIGHER EDUCATION SERVICES (50%)										
	PI 1. Percentage of first time licensure exam takers that pass	Dept. Head								Forester's Licensure Exam in	7.5%
	the licensure exams *	& Faculty	50%						_	2020 was postponed	7.070
	PI 2. Percentage of graduates (2 years prior) that are employed	Dept. Head		36/50	Tracer	4	4	d	1		2.5%
	* Dis Personage of undergraduate student population or all ad	& Faculty Dept. Head	60%	(72%)	Study	1	Y	7	17	for 2018 and 2019 graduates	
	PI 3. Percentage of undergraduate student population enrolled	& Faculty	100%	100%		5	5	5	5	A total of 122 students	2.5%
	in CHED-identified and RDC-identified priority programs * PI 4. Percentage of undergraduate programs with	Dept. Head	100%	10070		9	-	<del>-</del>	+	BS Forestry- AACCUP Level 3	
	accreditations *	& Faculty	100%	100%		5	5	5	5	re-accredited Fmgt 127, FSCI 143, FgoV 133,	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty		102.54/75 (136.72%)	Refer to 1st Sem SY 2020- 2021 IFW	5	5	5	J	Fsci 133, Fgov 135, Fory 135, Fmgt 131n, Fmgt 147, Fmgt 148, Wtec 145, Ecol21f, Fsci 125, Fmgt 11, ForE 139, Fsci 123n, Fsci 131	20%

(41)

	PI 8: Number of students advised: *	Dept. Head & Faculty								
**	On thesis/ field practice/special problem		18	14/18 (7\$%)	4	4	4	y	Arpilleda, Nuez, Bada, Bunga, Campania, Maupoy, Cebreros, Coral, Lomocso, Obrar, Acma, Fernandez, Honrada, Paña	1%
	No. of approved manuscript submitted within prescribed period		18	N/A						1%
	On consultation		50	122/50 (244%)	5	5	5	5	BSF Undergraduate students	0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty								
	Student organizations advised		2	3/2 (150%)	5	5	5	5	CBI, FSS, CFES-\$SC	1.25%
	Student organizations assisted on student related activities		2	3/2 (150%)	5	5	5	5	CBI, FSS, CFES-\$SC	1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty								10%
	On-line ready courseware	Dept. Head & Faculty	4	16/4 (400%)	5	5	5	5	Fmgt 127, Fsci 143, Fgov 133, Fsci 133, Fgov 135, Fory 135, Fmgt 131n, Fmgt 147, Fmgt 148, Wtec 145, Ecol21f, Fsci 125, Fmgt 11, ForE 139, Fsci 123n, Fsci 131	
	Flexible instructional materials	Dept. Head & Faculty	10	16/10 (160%)	5	S	5		Fmgt 127, Fsci 143, Fgov 133, Fsci 133, Fgov 135, Fory 135, Fmgt 131n, Fmgt 147, Fmgt 148, Wtec 145, Ecol21f, Fsci 125, Fmgt 11, ForE 139, Fsci 123n, Fsci 131	
	Assessment tools	Dept. Head & Faculty	10	16/10 (160%)	S	15	5		Fmgt 127, Fsci 143, Fgov 133, Fsci 133, Fgov 135, Fory 135, Fmgt 131n, Fmgt 147, Fmgt 148, Wtec 145, Ecol21f, Fsci 125, Fmgt 11, ForE 139, Fsci 123n, Fsci 131	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty		6/4 (150%)	r	5	S		Fmgt 127, Fsci 143, Fgov 133, Fsci 133, Fmgt 11, ForE 139	

	PI 11: Additional Outputs	Dept. Head & Faculty						Π		
FO 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		2/1 (200%)	5	5	5	5	Use of elevated hardening beds to improve seedling quality, Forest tree cloning technology	2%
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty		2/1 (200%)	5	5	5		Species diversity, composition, abundance, and distribution of forest plants in Northern Cebu, Philippines_ANP & Baseline Study on Adaptive Livelihoods and Emergency Readiness and Timely Response of Communities to Natural Disasters_EOM	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty								
	In refereed int'l journals  In refereed nat'l/regional journals		1 -	3/1 300%)	5	5	5	5.	Towards Forest Landscape Restoration Programs in the Philippines: Evidence from Logged Forests and Mixed- Species Plantations _RSC & APB, A Local Initiative to Achieve Global Forest and Landscape Restoration Challenge—Lessons Learned from a Community-Based Forest Restoration Project in	1.509
										0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty								
	In int'l fora/conferences	Jan doubly			 $\dashv$	_				1.50%

	In nat'l/regional fora/conferences		1	1	5	5	5	5	Research for Public Good" on (Paper Presentation) AEP	0.50%
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	4	4	3	5	5	5	Iandscape in the Philippines_DPP,TREES AND AGRICULTURAL CROPS PREFERENCES AMONG NATIONAL GREENING PROGRAM (NGP) BENEFICIARIES IN THE VISAYAS REGION_ AEP&ANP,Attributes of Resilience of Local	0.59
	PI 6. Additional outputs*	Dept. Head & Faculty								
	No. of research-related awards (research conducted by faculty or student w/ faculty)					ž				1.50%
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	1	8/1 (800%)	5	S	5	5	PCAARD, Climate Change Commission, ACIAR, IUFRO, CFNR-UPLB, PAFERN, PFEN, DENR Regions 7, 8 and 10	2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	20	25/20 (125%)	5	5	5	5	ACIAR ASEM Project	2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1	2/1 (200%)	5	5	5	5		2%
	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	20%	N/A						1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty								1%
	Research Mentoring			1	4	4	4	4	EOM	
	Peer reviewers/Panelists			6/1 (600%)	5	5	5	-	EOM, DPP, AEP, ANP, TAP, RSC	
	Resource Persons		1	6/1 (600%)	5	5	5	5	EOM, DPP, AEP, ANP, TAP, RSC	
	Convenor/Organizer									

	Consultancy										
	Evaluator					+		1	T		
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty								***************************************	0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty									
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *			1		4	4	4	4	APB during the DOST graduate scholar conference	1.5%
AFO 5	Support to Operations					1			T		
	OVPI MFO 1. Faculty Development Services				1	+			T		
	PI1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty									0.625%
	OVPI MFO 2. Faculty Recruitment/Hiring Services					T					
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty									0.125%
	OVPI MFO 3. Faculty Evaluation Services					T					
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty	1	1/1 (100%)		5	5	5	5	Professional Skill Opgradation Course of IFS Officers of Bioacademy Finland	0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty									0.25%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	60%	N/A						TPES results for SY 2020-2021 1st semester are not yet available	0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	1	2/1 (200%)		5	5	5	5	Midterm Review (Online): ACIAR ASEM/2016/103.	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										

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	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	00% Compliant	100% Compliant		Š	2	5	S		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*	Dept. Head		5/3 (167%)	naman natan ini ang apina na and an ang da	5	5	5		GF 2021, STF, TF, CFES-DPP Advanced Education, CFES Higher Education all for year 2021	1%
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty	0%								2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	3	3/3 (100%)		5	5	5	5	Circulado, Berondo	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	1	1/1 (100%)		4	4	4	4		
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	I	4/10 (40%)		4	4	ч		Sept 11, Nov 16, Dec 14, Dec 18	
	PI 3: Additional Outputs	Dept. Head & all faculty									
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *										2%
Total Ov	er-all Rating						191	4			
Average	Rating			3%			4.8				
Adjectiva	I Rating					arts	tano	ling			

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DANIEL LESLIE \$. TAN

Planning Office
Date: MAR 0 5 2021

Calibrated by

Chairman, PMT Date: 3/4/21

Recommending Approval:

BEATRIZ S. BELONIAS

Vice Pres. for Instruction Date 3 4 2021

Approved;

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