



VISAYAS
STATE UNIVERSITY

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

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, _____, 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
January-June 2022.

ANATOLIO N. POLINAR
Department Head
Date: _____

DENNIS P. PEQUE
College Dean
Date: 8/7/2022



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	0
Faculty w/ Univ. Designated Position	3	18	54.0	0.0	3	0
Regular Faculty (VSL)*	3	18	54.0	2.0	3	1
Regular Faculty (TLS)*	2	18	36.0	0.0	1	0
Part time Faculty	0	0	0.0	0.0	0	0
Admin Staff Members	4	0	0.0			
TOTAL				2.0	8	1

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 *)
					% Accomplishment	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. Head & Faculty								
		a. pursuing advanced research degree program (Ph.D) *									
		b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	DFS Head & Faculty	4	7/4 (175%)		5	5	5	5	DP Peque, AN Polinar, AE Pasa, TA Patindol, AP Baldos, EO Mangaoang, HL Mondal

	c.	producing technologies for commercialization or livelihood improvement	DFS Head & Faculty	5	5/5 (100%)	4	4	4	4	DP Peque, AN Polinar, AE Pasa, AP Baldos, EO Mangaoang
	d.	whose research resulted in an extension program	DFS Head & Faculty	4	5/4 (125%)	5	5	5	5	DP Peque, AN Polinar, AE Pasa, EO Mangaoang, AP Baldos
OVPI MFO 2. Graduate Student Management Services										
	PI 1:	Percentage of graduate students enrolled in research degree programs *	Dept. Head & Faculty	100%	100%	4	4	4	4	MS Forestry Students
	PI 2:	Percentage of accredited graduate programs *	Dept. Head & Faculty	1	1/1 (100%)	4	4	4	4	MS Forestry Program
	PI 3:	Number of graduate degree specializations offered and monitored *	Dept. Head & Faculty	1	1/1 (100%)	4	4	4	4	MS Forestry Program
	PI 4:	Total FTE coordinated, implemented & monitored*	Dept. Head & Faculty	7.11	12.006/7.11 (168%)	5	5	5	5	MS Forestry Subjects 2nd semester
	PI 5:	Percentage increase in number of graduate students enrolled *	Dept. Head & Faculty	12	19/12 (158.33%)	5	5	5	5	MS Forestry students
	PI 6:	Number of students who graduated within prescribed period *	Dept. Head & Faculty	1	1/1(100%)	4	4	4	4	Llano
	PI 7:	Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty	2	2/2(100%)	5	5	5	5	Auguis and Llano
	PI 8:	Number of graduate students advised *	Dept. Head & Faculty	12	26/12 (216.66%)	5	5	5	5	MS Forestry and MS Trec
	PI 9:	Number of instructional materials developed *								
		On-line ready courseware	DFS Head & Faculty	6	6/6(100%)	5	5	5	5	MS Forestry Subjects 2nd semester
		Flexible instructional materials	DFS Head & Faculty	11	12/11(104%)	5	5	5	5	MS Forestry Subjects 2nd semester
		Assessment tools	DFS Head & Faculty	14	29/14 (207%)	5	5	5	5	MS Forestry Subjects 2nd semester
	PI 10:	Number of virtual classrooms created and operationalized		7	7/7 (129%)	5	5	5	5	MS Forestry Subjects 2nd semester
MFO 2 HIGHER EDUCATION SERVICES (50%)										
	PI 1:	Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	50%						Board Exams scheduled October 2022
	PI 2:	Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty							
	PI 3:	Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	168 checked?	168/168 (100%)	5	5	5	5	BS Forestry students
	PI 4:	Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	1	1/1(100%)	4	4	4	4	BS Forestry

	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	47	164/60/47(350%)	5	5	5	5	BSF subjects 2nd semester
	PI 8: Number of students advised: *	Dept. Head & Faculty	168	173/168 (103%)	5	5	5	5	BSF Forestry students
	On thesis/ field practice/special problem	Dept. Head & Faculty	43	49/43 (114%)	5	5	5	5	BSF Thesis & Field Practice students
	No. of approved manuscript submitted within prescribed period	Dept. Head & Faculty	20	23/20 (115%)	5	5	5	5	BSF Thesis students
	On consultation	Dept. Head & Faculty	66	191/66 (289%)	5	5	5	5	BS Forestry students
	PI 9: Number of student organizations advised/ assisted *								
	Student organizations advised	Dept. Head & Faculty	2	3/2 (150%)	5	5	5	5	Forestry Students Society (FSS), CFES-SSC, CBI
	Student organizations assisted on student related activities	Dept. Head & Faculty	2	3/2 (150%)	5	5	5	5	Forestry Students Society (FSS), CFES-SSC, CBI
	PI 10: Number of instructional materials developed *								
	On-line ready courseware	Dept. Head & Faculty	14	19/14 (136%)	5	5	5	5	BSF subjects 2nd semester
	Flexible instructional materials	Dept. Head & Faculty	30	48/30 (160%)	5	5	5	5	BSF subjects 2nd semester
	Assessment tools	Dept. Head & Faculty	34	74/34 (218%)	5	5	5	5	BSF subjects 2nd semester
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	16	28/16 (175%)	5	5	5	5	BSF subjects 2nd semester
	PI 11: Additional Outputs	Faculty							
	Program accreditation/evaluation	Dept. Head & Faculty	1	2/1 (200%)	5	5	5	5	3rd ISO Audit and AACUP Level IV Accreditation for BSF Program
	Agency/firm/industry linkages	Dept. Head & Faculty	3	6/3 (200%)	5	5	5	5	EDC, DENR, LGUs and LRP
	Other outputs implementing the new normal due to COVID 19	Dept. Head & Faculty	4.5	7/4.5 (156%)	5	5	5	5	Conduct of studies/assessment in students' respective barangay
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	4	10/4 (250%)	5	5	5	5	ACIAR Projects, BIO CAMP, Bamboo; Tree species selection, Mother Tree selection, and Climate smart
	PI 2: Number of research outputs completed within the year *	Dept. Head & Faculty	2	2/2 (100%)	4	4	4	4	Other studies are On-going


	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty	2	3/2 (150%)					On process publication of FLR Projects
	<i>In refereed int'l journals</i>		1	1/1 (100%)		5	5	5	Velasco et al. 2022
	<i>In refereed nat'l/regional journals</i>		2	2/2 (200%)		4	4	4	Article ready for submission "Baseline study on Community DRR Preparedness" and Species diversity
	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	NA					Not yet covered by the evaluation period
	<i>In nat'l/regional fora/conferences</i>	Dept. Head & Faculty	1	2/1 (200%)		5	5	5	Red Cross, LGU
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	2	3/2 (150%)		5	5	5	LGU CC Adaptation Capacity; Climate risk financing, WoMangrove action research, ACIAR FLR
	PI 6. Additional outputs*								
	No. of researches conducted by BSF students with Faculty under new normal	Dept. Head & Faculty	20	23/20(115%)		5	5	5	BS Forestry students & Faculty
WFO 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	14	29/14 (207%)		5	5	5	Region 7 PO's and BLGU's, DENR ACIAR Partners in Region 6,7 and 8, EDC, LRP, PMPI, NGO's, Ormoc City LGU, ICSC, Oxfam, CORA, PASAR, CCC, LAPCO, & DBP
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	22	73/22 (331%)		5	5	5	Training under the ACIAR ASEM 2016/103 Project (Staff, LGU's, PO's, DENR, etc.)
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	3	6/3 (200%)		5	5	5	CO2 Compensation Project, Core project, Climate Smart Upland Demo Farm, ToT, WoMangrove rehabilitation, Clonal and Forest nursery
	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	56	96/56 (171%)		5	5	5	ACIAR FLR partner PO's in Region 6,7 & 8
	PI 5. Number of technical/expert services *	Dept. Head & Faculty	1	3/1 (300%)		5	5	5	PO's in region 6,7 & 8; private individuals
	<i>Research Mentoring</i>	Dept. Head & Faculty	6	16/6 (266%)		5	5	5	BSF Thesis students; Staff of ACIAR & Climate Change; PO's; LGU's, DENR

	Peer reviewers/Panelists		Dept. Head & Faculty	9	9/9 (100%)	5	5	5	5	ACIAR FLR meetings, cross visits and BSF Students webinar series
	Resource Persons		Dept. Head & Faculty	15	17/15 (113%)	5	5	5	5	BSF Students webinar series, ACIAR FLR Projects, and Cross visits of Farmers

	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	4	4	4	4	Complied
	Compliance to all requirements of the program and institutional accreditations		100% Compliant	100% Compliant	5	5	5	5	Complied
	On program accreditations		100% Compliant	100% Compliant	5	5	5	5	COPC for MS Forestry
	On institutional accreditations		100% Compliant	100% Compliant	5	5	5	5	3rd IQA (ISO) Internal Audit
WFO 6	General Admin. & Support Services (GASS)								
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*								
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	Zero % compliant	100% Compliant					Complied
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head							
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head							
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	6	10/6 (166%)	5	5	5	5	DFS Faculty and Administrative Staff
	PI 3: Additional Outputs	Dept. Head & all faculty & staff							
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *		2	6/2 (300%)	4	4	4	4	Informal discussions with faculty & staff; openline/virtual meetings as need arises
Total Over-all Rating						284			
Average Rating						4.81			
Adjectival Rating						Outstanding			

Received by: 
TONI MARC L. DARGANTES

Planning Office
Date: 9/6/2022

Calibrated by:

DANIEL LESLIE S. TAN
Chairman, PMT
Date: SEP 06 2022

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