

		b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)		4	8/4 (200%)	ABR/ANP/DPP: AGAR ASEM 2016/103 Enhancing Livelihoods through Forest Landscape Restoration Covering Regions 6, 7 & 8. AEP: Investigation of seed/plant/water relations in existing tree plantations/Formulating Local, National & International Policies for FLR/Assessment of Palms in Mt. Pangasinan/Blending of Multimedia Approach and Batsyama. ANP: Survival and early growth performance of selected tree species in degraded ecosystem in Northern Cebu, Philippines/Assessment of important timber species in Mt. Pangasinan, VSU Baybay City, Leyte/Ecology and population distribution assessment of <i>Aquilaria malaccensis</i> collected in Leyte and Biliran Islands. APB: Growth performance monitoring of timber-producing trees in the project site in Inapagan, Leyte/Ecophys factors and tree species distribution in Mt. Pangasinan. (a study under the BIO-CAMP Project). DPP: Biodiversity Conservation and Management Program for Mt. Pangasinan (BIO-CAMP) with a study entitled Diversity of woody species in VSU Forest Reserve/Capacity building activities of personnel and other stakeholders engaged in environmental protection and disaster management (under the DSRMM project). EOM: OCT OFES 1716 Scoping Assessment of LGU's Climate Change in Adaptive Capacity in Typhoon Yolanda Affected areas in Eastern Visayas/Review and assessment of donor organizations, funding programs on FLR in the Philippines. HLM: Diversity of Ante in Mt. Pangasinan, Baybay City, Leyte Philippines. TAP: A survey of the Terrestrial Vertebrates in the Mt. Pangasinan. RSG: Lololet Project	5	5	5	5	Researchers APBalcos, RSGCome, HLMandal, AEPasa, TAPatindot, DPPeque, ANPolinar, EOMangoang
		c.	producing technologies for commercialization or livelihood improvement									
		d.	whose research resulted in an extension program		4	4/4 (100%)	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	5	5	5	5	ANPolinar, EOMangoang, AEPasa, DPPeque

OVPI MFO 2. Graduate Student Management Services											
PI.1: Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty	100%	100%	MAAguis, JBDiaz, BDEmpas, JGGula, R&Liano, GORecosana, ODWales, CCCepeda, RDConsular, EGespejon, FTSabejon, RASoria, MMSuyom, MNBonganay, ELBuligan, JCadiz, RPConsular, VBGottiano, SOBernaldez, MSAvela, JCFernandez, BATulsen, BNPolar	5	5	5	5	All graduate students enrolled for 2nd sem SY 2020-2021	2%
PI.2: Percentage of accredited graduate programs *		Dept. Head & Faculty	100%	100%	AACUP Level II Re-accredited (October 2016-October 2022)	5	5	5	5	MS Forestry	2%
PI.3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty	1	1/1 (100%)						MS Forestry	2%
PI.4: Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty	21	10.88/21 (52.28%)	2nd Sem SY 2020-2021: EOM (Fory 208-3.59) , AEP (Fory 254-1), TAP (Fory 224-3.33), DPP (Fory 236-2.32), JMQ (Fory 266-0.44)	5	5	5	5	Graduate Faculty members	2%
PI.5: Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty	16%	8.33%	Old (JMArtajo,MAAguis, BDEmpas, RPLiano, JGGula, ODWales, SOBernaldez, EGespejon, FTSabejon, RASoria, MMSuyom, MSAvela, JCFernandez, BNPolar, VBGottiano, RPConsular, MNBonganay, ELBuligan, Joadiz, BATulsen, OLMartinez, AVLopez, RBLatorano, IVilacerillo) New (JDiaz, GORecosana) (Old 24, New 28)	5	5	5	5	Incoming MS Forestry students for 2nd sem SY 2020-2021	2%
PI.6: Number of students who graduated within prescribed period *		Dept. Head & Faculty	1	N/A	Students are on First Year Second Sem Status					Target students will graduate on 2nd Sem SY 2021-2022	2%
PI.7: Number of graduate students awarded with honors/distinction *		Dept. Head & Faculty	3	N/A	No awarding this 2nd sem SY 2020-2021						2%

	PI8: Number of graduate students advised *					Academic Adviser- AEP (JMAraja) RSC (MAAguile, EKatangkelang) APS (BDEmpes, RPLiano, JGGuia) EOM (CCCapada) DPP (GDRocosana, CDWales) ANP (JBDiaz) Thesis Adviser - EOM (SOBerneidez) JMQ (EGEspelon, FTSabejon, RASoria, MMSuyom) AEP (MSAvela, JCFernandez, BNPollinar) APS (VBGottiano) TAP (RPConsular, MNBonganay, ELBulgan, JCadiz) RSC (BATiuser)	5	5	5	5	MS Forestry Academic and Thesis Advisers	2%
		Dept. Head & Faculty		23/18 18 (143.75%)								
	PI9: Number of instructional materials developed *											
		Dept. Head & Faculty										
	On-line ready courseware					SON (Fory 206 lec & lab) TAP (Fory 224 lec & lab) DPP (Fory 236 lec & Lab) JMQ (Fory 296)	5	5	5	5	M&For courses offered for 2nd Sem SY 2020-2021	
				14/2 2 (700%)								
	Flexible instructional materials					SON (Fory 206 lec & lab) TAP (Fory 224 lec & lab) DPP (Fory 236 lec & Lab) JMQ (Fory 296)	5	5	5	5	M&For courses offered for 2nd Sem SY 2020-2021	
				14/2 2 (700%)								
	Assessment tools					SON (Fory 206 lec & lab) TAP (Fory 224 lec & lab) DPP (Fory 236 lec & Lab) JMQ (Fory 296)	5	5	5	5	M&For courses offered for 2nd Sem SY 2020-2021	
				35/20 20 (175%)								
	PI 10: Number of virtual classrooms created and operationalized					SON (Fory 206 lec & lab) TAP (Fory 224 lec & lab) DPP (Fory 236 lec & Lab) JMQ (Fory 296)	5	5	5	5		
				2 4/2 (200%)								
MFO 2	HIGHER EDUCATION SERVICES (50%)											
	PI1: Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty		51%	N/A	No licensure exam during this period					Forester's Licensure Exam	7.5%
	PI2: Percentage of graduates (2 years prior) that are employed *					2019 (24)-GASequirdo, LWAquino, JMAraja, GEBalundo, RIBetican, BOEmpes, JOFaburada, MAFeliside, JGGuia, AVLopez, MAMedrona, MSMaint, Kromero, CCSotto, BGTambole, CCTouzo, HDVillesotes, WCYgafia, 2020 (8)-RABacale, RRCulzon, ALDemotor, DMJuntong, CLMartinez, KLNabong, JDRamirez, JARAfin	5	5	5	5	Graduate Tracer Study (2019 and 2020 graduates)	2.5%
		Dept. Head & Faculty		60%	32/47 (68%)							
	PI3: Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty		100%	100%	CHED Certified Program Compliant Effective AY 2019-2020	5	5	5	5	BS Forestry	2.5%
	PI4: Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty		100%	100%	AACUP Level III Re-accredited from (March 2018- February 2022)	5	5	5	5	BS Forestry	2.5%

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	PI 10: Number of virtual classrooms created and operationalized			9	19/5 (380%)	APB (Ecol11b, Fmgt 138, Ecol21f) RSC (Fac1142, For198n) HLM (ForE134, Fmgt128) EOM (Fmgt128) AEP (For198, Fmgt148) TAP (Fac124n, Fmgt154, ForE148) DPP (Fmgt124) ANP (Fac112, Fgov138n) JMQ (Wtec122, Wtec148, Wtec138) CDW (Fgov134n)	5	5	5	5	BSF courses offered for 2nd Sem SY 2020-2021	
	PI 11: Additional Outputs		Dept. Head & Faculty									
MFO 3	RESEARCH SERVICES (10%)		Dept. Head & Faculty									
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *		Dept. Head & Faculty	3	11/3 (367%)	ABP/ANP/DPP: AGAR ASEM 2018/103 Enhancing Livelihoods through Forest Landscape Restoration Covering Regions 6, 7 & 8. AEP: Investigation of soil/plant/water relations in existing tree plantations/Formulating Local, National & International Policies for FUR/Integrated livelihood project to support beneficiaries of the Enhanced greening program/Sustainable generation of Ecosystems Service from VBU Forest Reserve. ANP: Survival and early growth performance of selected tree species in degraded ecosystem in Northern Cebu, Philippines/Development of Bamboo/teak/Tree Nursery management, Plantation Establishment, and Agroforestry Systems Capacity Building Program for NOP Stakeholders/ APB: Growth performance monitoring of tannin-producing trees in the project site in Iloilo, Leyte/Responses of Ecosystem Functions on Carbon Sequestration and Nitrogen Cycling To Mangrove and Mixed-species Rehabilitation Strategies (ECOREFO) DPP: Biodiversity Conservation and Management Program for Mt. Pangasinan (BO-CAMP) with a study entitled Diversity of woody species in VBU Forest Reserve/Capacity building activities of personnel and other stakeholders engaged in environmental protection and disaster management (under the DRRPM project). BOM: CCT/CPES/1718 Scoping Assessment of LGU's Climate Change in Adaptive Capacity in Typhoon Yolanda Affected areas in Eastern Visayas/Rehabilitation Strategies for Critical Mangroves and Coastal Forests in the Coastal Communities of Western and Northwestern Leyte (COASTAL FOREST REHAB PROJECT)/Establishment and Maintenance of On-campus Climate Smart Upland Agroforestry/VBU Tree Clonal Nursery/Community for Resilient Training of Trainers. TAP: Formulation of Southern Leyte Provincial Forestry Development & Management Plan. RSC: Lalorot Project	5	5	5	5	ACIAR Projects, PCCARD, RCCRDC, DENR Projects	2%
	PI 2. Number of research outputs completed within the year *		Dept. Head & Faculty	1		Still ongoing projects						2%
	PI 3. Percentage of research outputs published in Internationally-referred or CHED recognized journal within the year (2%) *		Dept. Head & Faculty								needs title of publication, name of journal and where published	

	In refereed int'l journals			2	1/2 (50%)	GUILLERMO, R., GREGORIO, R., PASA, A. et al. THE EFFECT OF THE IMPLEMENTATION OF THE NATIONAL GREENING PROGRAM ON THE SOCIOECONOMIC STATUS OF SMALLHOLDERS IN CALBIRAN, BILIRAN, PHILIPPINES. Small-scale Forestry (2021).	4	4	4	4		1.50%
	In refereed nat'l/regional journals			2		Ongoing	4	4	4	4		0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *		Dept. Head & Faculty								title of paper, what for a/conference, where and when presented	
	In int'l fora/conferences			1	4/1 (400%)	AEP (World Agroforestry Webinar: Consolidating experiences and gains from FLR initiatives in the Philippines, May 26, 2021, Webinar: China's Unconventional Nationwide CO2 Emissions Trading System: Cost-Effectiveness and Distributional Impacts January 28, 2021, Free ELTI Webinar Series - Field Courses to Facilitate Land-Use Change January 29, 2021, Webinar: Mapping Together: How Local Leaders Use Open Foris Collect Earth To Monitor Restoration February 9, 2021.	5	5	5	5		1.50%
	In nat'l/regional fora/conferences			1								0.50%
	PI 5. Percent of research proposals approved *		Dept. Head & Faculty	1	2/1 (200%)	DPP (Developing a Smart and Sustainable Disaster Risk Management Model for Eastern Visayas, Biodiversity Conservation and Management Program for Mt. Pangasugan Project)	5	5	5	5		0.5%
	PI 6. Additional outputs*		Dept. Head & Faculty									
	No. of research-related awards (research conducted by faculty or student w/ faculty)											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	2	10/2 (500%)	DFS (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; Ciende-San Vicente Farmers' Association; Oxfam in the Philippines; Climate Change Commission; Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (PCAARRD)	5	5	5	5		2.0%

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	No. of extension-related awards (extn. conducted by faculty or student & faculty) *									1.6%
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 *	Dept. Head & Faculty									0.625%
OVPI MFO 2. Faculty Recruitment/Hiring Services										
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										
PI 3: Number of seminars/trainings/conventions/workshops coordinated for entire university *	Dept. Head & Faculty		1							0.25%
PI 4: Number of seminars/trainings/conventions/workshops coordinated outside of the university *	Dept. Head & Faculty		1	3/1 (300%)	A&P (Virtual Training on Agroforestry systems for smallholders, involving partner communities in Northern Iloilo February 23, 2021; Hands-on training on asexual plant propagation, NECO Farm, Mahawan, Kananga, Leyte March 28, 2021; Enhancing Farmers' Knowledge on Agroforestry Systems as a Livelihood in Forest Restoration, Virtual Training for the Visayas, May 8, 2021)	5	5	5	5	ACIAR Forestry Project: ACIAR ASEM 2019/103 Enhancing livelihoods through forest and landscape restoration 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	55%	100%		Outstanding-5, Very Satisfactory-5	5	5	5	5	TPES result for 2nd Sem SY 2020-2021 0.75%
PI 6: Number of in-house seminars/trainings/workshops/reviews conducted *	Dept. Head & Faculty		1	2/1 (200%)	Virtual Training on Smallholder-based Agroforestry Systems, Ilo-Ilo, February 23, 2021; Pagpalambo sa kahibalo sa Mag-uuma sa mga Sistema sa Agroforestry Ingon nga Panginahuhian sa Pagsahiuli sa Kalasangan, Cebu, May 8, 2021; Hands-on training on asexual plant propagation, NECO Farm, Mahawan, Kananga, Leyte March 28, 2021	4	4	4	4	ACIAR Forestry Project: ACIAR ASEM 2016/103 Enhancing livelihoods through forest and landscape restoration 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										
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	100% Compliant								Zero non-conformity (No NC) 2.50%

MFO 6 General Admin. & Support Services (GASS)									
PI.1. Submission of College/Department PMP for the following year within deadline as prescribed by BAC*	Dept. Head	3	5/3 (166%)	DFS Supplemental 2021 GF MOOE, DFS Supplemental LabShare 2021, Leforet TF 2021, VSU IP 2021 GF MOOE, Clonal Nursery STP 2021	5	5	5	5	GF, STP, Lab Share 1%
PI.2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	0%	0%						2%
PI.3. Number of coaching sessions among faculty & staff**	Dept. Head	3	7/3 (233%)	DFS... Faculty 4, and Staff 3 Meeting	5	5	5	5	
PI.4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	1	7/1 (700%)	DFS... Faculty 4, and Staff 3 Meeting	5	5	5	5	
PI.5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	10	7/10 (70%)	DFS... Faculty 4, and Staff 3 Meeting	5	5	5	5	
PI.6. Additional Outputs	Dept. Head & all faculty & staff								
Number of Best practices/new initiatives in academic units/ management replicated/benchmarked by other depts/agencies *									explain here briefly why consider said department practice can be considered as a best practice 2%
Total Over-all Rating					141				
Average Rating					4.90				
Adjectival Rating					Outstanding				

Received by:

DILBERTO O. FERRAREN

Planning Office
Date: **OCT 07 2021**

Calibrated by:

REMBERTO A. PATINDOL

DANIEL LEBLIS TAN

Chairman, PMT
Date:

Recommendation Approval:

BEATRIZ E. DELONIA

Vice Pres. for Academic Affairs
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

