



**VISAYAS**  
STATE UNIVERSITY

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

**OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)**

I, Anatolio N. Polinar, Head 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 July to December 2021.

**ANATOLIO N. POLINAR**

Department Head  
Date: 1/17/2022

**DENNIS P. PEQUE**

College Dean  
Date: 1/17/2022



Personnel	Number	Min. FTE (2)	Total FTE (1x2)	RDE Commitments***		
				Research	Publication	Extension
Department Head	1	18	18.0	0.0	1	0
Faculty w/ Univ. Designated Position	4	18	72.0	0.0	1	0
Regular Faculty (VSL)*	7	18	126.0	2.0	1	2
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			
<b>TOTAL</b>				<b>2.0</b>	<b>4</b>	<b>2</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 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) *			NA	NA						
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)			4	5/4 {125%}		5	4	5	4.67	DPPeque, AEPasa, ANPolinar, EOMangaoang, APBaldos
	c.	producing technologies for commercialization or livelihood improvement			4	5/4 (125%)		5	4	4	4.33	DPPeque, AEPasa, ANPolinar, EOMangaoang, APBaldos
	d.	whose research resulted in an extension program			4	5/4(125%)		5	4	5	4.67	DPPeque, AEPasa, ANPolinar, EOMangaoang, APBaldos
OVPI MFO 2. Graduate Student Management Services												
	PI 1: Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty	24	24/24 (100%)		5	5	5	5		MS Forestry Students
	PI 2: Percentage of accredited graduate programs *		Dept. Head & Faculty	1	1/1 (100%)		4	4	4	4		MS Forestry-AACCUP Level II
	PI 3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty	1	1/1 (100%)		4	4	4	4		MS Forestry
	PI 4: Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty	10	15.22/10 (152%)		5	5	5	5		MS Forestry Subjects 1st semester
	PI 5: Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty									
	PI 6: Number of students who graduated within prescribed period *		Dept. Head & Faculty	NA	NA							
	PI 7: Number of graduate students awarded with honors/distinction *		Dept. Head & Faculty	2	2/2 (100%)		4	4	4	4		Auguis, Llano
	PI 8: Number of graduate students advised *		Dept. Head & Faculty	12.5	23/12.5 (184%)		5	5	5	5		MS Forestry
	PI 9: Number of instructional materials developed *		Dept. Head & Faculty	1	1/1 (100%)		5	5	5	5		FOR227
	On-line ready courseware			7	8/7(114%)		5	5	5	5		MS Forestry Subjects (1st semester)
	Flexible instructional materials			7	19/7(271%)		5	5	5	5		MS Forestry Subjects (1st semester)
	Assessment tools			11	25/11 (227%)		5	5	5	5		MS Forestry Subjects (1st semester)
	PI 10: Number of virtual classrooms created and operationalized			8	16/8 (200%)		5	5	5	5		MS Forestry Subjects for 1st semester
MFO 2	HIGHER EDUCATION SERVICES (50%)											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		Dept. Head & Faculty	3	0.00							
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty									Tracer study ongoing
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		Dept. Head & Faculty	100%	100%		5	5	5	5		BS Forestry students





	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty	4.5	13/4.5 (289%)	5	5	5	5	ACIAR Projects, BIOCAMP and ECOSAP; Quality seedlings, Tree plantation Establishment, Mother Tree selection
	<b>PI 2.</b> Number of research outputs completed within the year *	Dept. Head & Faculty	1	1/1 (100%)	4	4	4	4	ACIAR research and others are on-going
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty	4	4/4 (100%)	5	5	5	5	Diversity,Tree Domestication, Agroforestry /FLR, Baseline study on Community DRR Preparedness
	In refereed int'l journals		3	1/3 (33%)	4	4	4	4	In Progress
	In refereed nat'l/regional journals		2	4/2 (200%)	4	5	5	4.6	Diversity,Tree Domestication, Agroforestry /FLR, Baseline study on Community DRR Preparedness
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty	1	1/1 (100%)	4	4	4	4	Agroforestry Research and Development Initiatives Experience from Visayas State University (12/9/2021)
	In int'l fora/conferences		1	1/1 (100%)	5	5	4	4.6	CCC webinar 1
	In nat'l/regional fora/conferences		1	0					scheduled for CCC webinar 2 IAF-UPLB Webinar
	<b>PI 5.</b> Percent of research proposals approved *	Dept. Head & Faculty	2.5	7/2.5 (280%)	5	5	5	5	LGU CC Adaptation Capacity; Climate risk financing, WoMangrove action research, ACIAR researches
	<b>PI 6.</b> Additional outputs*	Dept. Head & Faculty							
	No. of journal articles/scientific paper received and reviewed as peer-reviewer		3.5	7/3.5 (200%)	5	5	5	5	Philippine Journal of Science, Annals of Tropical Research, Forest Zone Policy paper, Forest Cadastre paper
	Other outputs implementing the new normal due to COVID 19		3	6/3 (200%)	5	5	5	5	ACIAR ASEM 2016/103 "Enhancing Livelihood Through FLR" strategies, Field Coordinating Survey, F2F survey, Online FGD
	Review/evaluate Research proposals		1	1/1(100%)	5	5	5	5	UPLB Proposal
	As peer reviewer		0	3	5	5	5	5	ATR articles
	As panelist		0	1	5	5	5	5	DOST-ASTHRDP
<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 *	Dept. Head & Faculty	14.5	37/14.5 (255%)		5	5	5	5	Region 7 PO's and BLGU's, DENR ACIAR Partners in Region 6,7 and 8, EDC, PNPCSI, NRC, LGU, Ormoc City, ICSC, Oxfam, CORA, PASAR, CCC, LAPCO, DBP
	<b>PI 2.</b> Number of trainees weighted by the length of training *	Dept. Head & Faculty	0.5	1/0.5 (200%)		4	4	4	4	Training under the ACIAR ASEM 2016/103
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1.5	6/1.5 (400%)		5	5	5	5	CO2 Compensation Project, Core project, Climate Smart Upland Demo Farm, DBP Forest Project, WoMangrove rehabilitation, Clonal nursery
	<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*	Dept. Head & Faculty	10	90/10 (900%)		5	5	5	5	ATI Learning sites beneficiaries advisory services to ACIAR FLR partner PO's in Region 6,7 & 8
	<b>PI 5.</b> Number of technical/expert services *	Dept. Head & Faculty	2	10/2 (500%)		5	5	5	5	PO's in region 6,7 & 8; private individuals
	<i>Research Mentoring</i>		1.5	15/1.5 (1000%)		5	5	5	5	BSF Thesis students, Staff of Climate Change
	<i>Peer reviewers/Panelists</i>		1.5	3/1.5 (200%)		5	5	5	5	National Conference in Agriculture, Fisheries & Forestry (NCAFF2021) and NEMSU National Symposium
	<i>Resource Persons</i>		1	5/1 (500%)		5	5	5	5	Forest Foundation of the Philippines, CCC Webinar 3, UPLB FAF Webinar

[illegible]



	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	<b>PI 8.</b> 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						Complied
	Compliance to all requirements of the program and institutional accreditations		100% Compliant	100% Compliant						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
<b>MFO 6</b>	<b>General Admin. &amp; Support Services (GASS)</b>									
	<b>PI 1.</b> Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*									
	<b>PI 2.</b> Zero percent complaint from clients served	Dept. Head & all faculty & staff	Zero % compliant	100% Compliant						Complied
	<b>PI 3.</b> Number of coaching sessions among faculty & staff**	Dept. Head	4	6/4 (150%)		5	5	4	4.0	Formal and informal Meetings
	<b>PI 4.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	2	2/2 (100%)		4	4	4	4	Faculty and staff
	<b>PI 5.</b> Number of monthly/special faculty & staff meetings conducted**	Dept. Head	8	16/8 (200%)		5	5	5	5	Faculty and staff, project and committee meetings
	<b>PI 3:</b> Additional Outputs	Dept. Head & all faculty & staff								
	Other outputs implementing the new normal due to covid 19		2.5	5/2.5 (200%)		5	4	4	4.3	Constant follow-up with Faculty and staff
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *		2	6/2 (300%)		5	4	5	4.7	Informal discussions with faculty & staff; openline/virtual meetings as need arises
Total Over-all Rating						328.03				
Average Rating						9.75				
Adjectival Rating						Outstanding				

Received by:

  
**DILBERTO O. FERRAREN**


Planning Office  
 Date: 3 Feb 2022

Calibrated by:

  
**DANIEL LESLIE S. TAN**

Chairman, PMT  
 Date: 11/21/22

Recommending Approval:

  
**BEATRIZ S. BELONIAS**

Vice Pres. for Instruction  
 Date: 11/29/22

Approved:

  
**EDGARDO E. TULIN**

President  
 Date: 11/21/22

**\*** 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