

Department of Forest Science **COLLEGE OF FORESTRY AND ENVIRONMENTAL SCIENCE**

VISAYAS STATE UNIVERSITING, RESOU

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 July to December 2021.

ANATOLIO N. POLINAR Department Head

Omb **DENNIS P. PEQUE** College Dean

Date: 1/13/2072

RDE Commitments*** INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE): Total FTE (1x2) Number Min. FTE (2) Research Publication Extension Personnel Department Head 18 18.0 0.0 0.0 0 Faculty w/ Univ. Designated Position 72.0 18 2 126.0 2.0 Regular Faculty (VSL)* 18 0 18 36.0 0.0 Regular Faculty (TLS)* 0 0 Part time Faculty 0 0 0.0 0.0 Admin Staff Members 0.0 4 2 TOTAL 2.0

Rating Equivalents: 5 - Outstanding 4 - Very Satisfactory 3 - Satisfactory

2 - Fair 1 - Poor

Note:

** 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)

					Actual Accomplishr			Rat	ting		
MEON		Suggest Parformance Indicator (PI)	Units/Persons	Department		Details	ity	ncy	less	ige	Remark (Details of the targetted
MFO No.	Success/Performance Indicator (PI)	Responsible	Target	% Accom-plishment	Accom- plishme	Quality	Efficiency	Timelin	Avera	Remark (Details of the targetted outputs indicators with *)	
MFO 1	ADVAN	ICED EDUCATION SERVICES (20%)									
	OVPI	MFO 1. Graduate Degree Program Management Service	s							_	
		PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:	Dept. Head & Faculty								

^{*} On vacation-sick-leave status. Ratio of Instruction and RDE commitmtents should determined based on FTE of 18 units

	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	4.6	DPPeque, AEPasa, ANPolinar, EOMangaoang, APBaldos
	c.	producing technologies for commercialization or livelihood improvement		4	5/4 (125%)	5	4	4	4.	DPPeque, AEPasa, ANPolinar, EOMangaoang, APBaldos
	d.	whose research resulted in an extension program		4	5/4(125%)	5	4	5	4	DPPeque, AEPasa, ANPolinar, EOMangaoang, APBaldos
	OVPI MFO 2. Gra	duate Student Management Services								
	PI 1: Percentage of programs *	f graduate students enrolled in research degree	Dept. Head & Faculty	24	24/24 (100%)	5	5	5	5	MS Forestry Students
		f accredited graduate programs *	Dept. Head & Faculty	1	1/1 (100%)	4	4	4	4	MS Forestry-AACCUP Level II
	PI 3: Number of gr monitored *	aduate degree specializations offered and	Dept. Head & Faculty	1	1/1 (100%)	4	4	4	4	MS Forestry
	PI 4: Total FTE co	ordinated, implemented & monitored*	Faculty	10	15.22/10 (152%)	5	5	5	5	MS Forestry Subjects 1st semester
	PI 5: Percentage in	ncrease in number of graduate students enrolled *	Dept. Head & Faculty							
	PI 6: Number of st	udents who graduated within prescribed period *	Dept. Head & Faculty	NA	NA					
	PI 7: Number of gr	raduate students awarded with honors/distinction *	Faculty	2	2/2 (100%)	4	4	4	4	Auguis, Llano
	PI 8: Number of gr	aduate students advised *	Dept. Head & Faculty	12.5	23/12.5 (184%)	J	5	5	5	MS Forestry
	PI 9: Number of ins	structional materials developed *	Dept. Head & Faculty	1	1/1 (100%)	5	5	5	5	FORY227
	On-line ready co	urseware		7	8/7(114%)	5	5	5	5	MS Forestry Subjects (1st semester)
	Flexible instruction	onal materials		7	19/7(271%)	5	5	5	5	MS Forestry Subjects (1st semester)
	Assessment tools	3		11	25/11 (227%)	5	5	5	5	MS Forestry Subjects (1st semester)
	PI 10: Number of vi	irtual classrooms created and operationalized		8	16/8 (200%)	5	5	5	5	MS Forestry Subjects for 1st semester
WFO 2	HIGHER EDUCATION SERVICES (50%)									
	PI 1. Percentage of licensure exams *	f first time licensure exam takers that pass the	Dept. Head & Faculty	3	0.00					
	Pl 2. Percentage of	f graduates (2 years prior) that are employed *	Dept. Head & Faculty							Tracer study ongoing
		fundergraduate student population enrolled in d RDC-identified priority programs *	Dept. Head & Faculty	100%	100%	5	5	5	5	BS Forestry students

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	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	100	129.6/100(130%)	5	5	5	5	BSF subjects (1st semester)
	PI 8: Number of students advised: *	Dept. Head & Faculty	8	22/8 (275%)	5	5	5	5	BSF Forestry students
	On thesis/ field practice/special problem		8	25/8 (312%)	5	5	5	5	BSF 4th year students
	No. of approved manuscript submitted within prescribed period		NA	NA					Ongoing Thesis data collections
	On consultation		87	161/87 (185%)	5	5	5	5	BSF Forestry students
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty	2	2/2 (100%)	4	4	4	4	FSS and CFES-SSC
	Student organizations advised		5	6/5 (120%)	5	5	4	4.0	Forestry Students Society (FSS)
	Student organizations assisted on student related activities		1	3/1 (300%)	5	5	5	5	Forestry Students Society (FSS), CFES-SSC, HOMES
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty	5	8/5 (160%)	5	5	5	5	BSF subjects for 1st semester
	On-line ready courseware	Dept. Head & Faculty	9.5	20/9.5 (211%)	5	5	5	5	BSF subjects for 1st semester
	Flexible instructional materials	Dept. Head & Faculty	23	61/23 (265%)	5	5	5	5	BSF subjects for 1st semester
	Assessment tools	Dept. Head & Faculty	30	54/30 (180%)	5	5	5	S	BSF subjects for 1st semester
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	7.5	17/7.5 (227%)	5	5	5	5	BSF subjects for 1st semester
	PI 11: Additional Outputs	Dept. Head & Faculty							
	Program accreditation/evaluation								RQAT-CHED for COPC application of MS Forestry, 3rd ISO Audit and
			1	3/1 (300%)	5	S	5	5	AACCUP Level IV Accreditation preparation
	Agency/firm/Industry linkages		3.5	6/3.5 (171%)	5	5	5	5	EDC, Basey Wood Industry and DENR
	Other outputs implementing the new normal due to COVID 19		4.5	7/4.5 (156%)	5	5	5	5	Conducts of studies/assessment in students' barangay
MFO 3	RESEARCH SERVICES (10%)							T	

	PI 1. 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	ی	5	5	ACIAR Projects, BIOCAMP and ECOSAP; Quality seedlings, Tree plantation Establishment, Mother Tree selection
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1	1/1 (100%)	4	4	Ц	y	ACIAR research and others are on- going
	PI 3. 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	9-6	Diversity,Tree Domestication, Agroforestry (FLR, Baseline study on Community DRR Preparedness
	PI 4. 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
	PI 5. 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
	PI 6. Additional outputs*	Dept. Head & Faculty							
	No. of journal articles/scientifc paper received and reviewed as peer- reviewer		3.5	7/3.5 (200%)	s	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	4	5	ACIAR ASEM 2016/103 "Enhancing Livelihood Thtough 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	G	5	5	5	ATR articles
	As panelist		0	1	5	5	0	5	DOST-ASTHRDP
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	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
P12. 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
PI 3. 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
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	10	90/10 (900%)	5	G	ی	5	ATI Learning sites beneficiaries advisory services to ACIAR FLR partner PO's in Region 6,7 & 8
PI 5. Number of technical/expert services *	Dept. Head & Faculty	2	10/2 (500%)	S	5	5	5"	PO's in region 6,7 & 8; private individuals
Research Mentoring		1.5	15/1.5 (1000%)	5	S	5	5	BSF Thesis students, Staff of Climate Change
Peer reviewers/Panelists		1.5	3/1.5 (200%)	5	5	5	5	National Conference in Agriculture, Fisheries & Forestry (NCAFF2021) and NEMSU National Symposium
Resource Persons		1	5/1 (500%)	5	5	5	5	Forest Foundation of the Philippines, CCC Webinar 3, UPLB FAF Webinar

	Convenor/Organizer		14	16/14 (114%)	5	5	5	5	ACIAR Extension Officers & PO's Presidents, officers and members, WoMangrove orientation seminar
	Consultancy		1	2/1 (200%)	5	5	5	5	FEF, CORA
	Evaluator		1	2/1 (200%)	5	5	5	5	LGU Ormoc Resilient LGU Program thru NRC Symposium
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	50%	100%	4	4	4	4	Core project, Climate Smart demo, CO WoMangrove
	PI 11. Additional outputs *	Dept. Head & Faculty							
	Other outputs implementing the new normal due to covid 19 " Design extension related activities and other outputs		2	4/2 (200%)	4	5	5	9.6	Region 6, 7 & 8; IEC material developme Demo Farm enhancement, video clip
	Number of PO's or farmers communicated and/or advised		10	40/10(400%)	5	5	5	5	PO's in Region 6, 7 and 8 under ACIAI
WFO 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	NA	All are PhD holders					
	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			*				
	OVPI MFO 3. Faculty Evaluation Services							T	
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty	2	2/2 (100%)	4	5	5	4.6	Climate Change and ACIAR
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty	4	4/4(100%)	4	4	4	4	ACIAR FLR Project
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	9	8/9 (89%)	ч	5	S	4.4	DFS Faculty
	P16 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	1	1/1(100%)	5	5	Ų	4.	RDE Review
	PI 7: Additional outputs *	Dept. Head & Faculty							
	Number of faculty/staff awards/honors received related to operations support	i activy						1	

	OVPI MFO 4. Program and Institutional Accreditation Services			T		T		T	
	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					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
MFO 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	4	6/4 (150%)	5	5	4	4.	Formal and informal Meetings
·	PI 4. 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	Y	Faculty and staff
	PI 5. 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
	PI 3: 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	Y	5	4.	Informal discussions with faculty & staff; openline/virtual meetings as need arises
Total O	a all Deting				4	20	52		
	er-all Rating					28.	05		
Average F	Rating				9	75			
Adjectival	Rating				Oa	Hotai	nding		

Received by:

DILBERTO O. FERRAREN

Planning Office Date: 3 76 222

DANIEL LESLIE S. TAN

Chairman, PMT Date:

Recommending Approval:

BEATRIZ S. BELONIAS
Vige Pres. for Instruction
Date: 127 22

Approved:

| Light | Compared | C

President
Date: 1 | 1 | 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