



**VISAYAS**  
STATE UNIVERSITY

Institute of Tropical Ecology and Environmental Management (ITEEM)  
College of Forestry and Environmental Science (CFES)  
VISAYAS STATE UNIVERSITY



## OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **DR. ELIZA D. ESPINOSA**, Director of the **Institute of Tropical Ecology and Environmental Management (ITEEM)**, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January-June 2021**.

**ELIZA D. ESPINOSA**  
Director, ITEEM

DATE \_\_\_\_\_

**DENNIS P. PEQUE**  
Dean, CFES

DATE \_\_\_\_\_

### INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):

Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2)	RDE Commitments***		
				Research	Publication	Extension
Department Head	1	4	12.0	1	0	1
Faculty w/ Univ. Designated Position	3	4	60.0	3	1	3
Regular Faculty (VSL)*	5	12	0.0	5	1	5
Regular Faculty (TLS)**	0	0	72.0	0	0	0
Part time Faculty	4	18	0.0	0	0	0
Admin Staff Members	6					
Research/Project Staff Members	22					
<b>TOTAL</b>			<b>144.0</b>	<b>9.0</b>	<b>2</b>	<b>9</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 see Performance Indicators under Research (UMFO 3) and extension (UMFO 4))

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remarks (Details of the targetted output indicators with**)	% weight
				% Accomplishment	Details of Accomplishments	Q	E	T	A		
MFO 1: ADVANCED EDUCATION SERVICES (20%)											
OVPI MFO 1. Graduate Degree Program Management Services											
	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:										4%
	a. Pursuing advanced research degree program (PhD)*	EDE								Concerned faculty will proceed his PhD next year based on the approved Faculty Development Plan	
	b. Actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	EDE, MMB, JOP, KJGL	100.00%	100%	EDE: CHED Research Program: -Seagrasses and Seaweeds of Camotes and Cuatro Islands; Assessment of Marine Protected Areas in Camotes and Cuatro Islands; Biodiversity of Marine Flora and Fauna in Artificial Reefs of Baybay City and Selected Municipalities of the 5th District of Leyte; Species Composition, Abundance and Succession of Seaweeds and Seagrasses in Artificial and Natural Reefs MMB: Development of a Rainforestation Research Capability to Scale-Up Forest Restoration Initiatives in Climate Change Vulnerable Marginal Uplands in Inopacan,	5	5	5	5		



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
					Leyte; Effect of Nutrient Management on the Survival and Growth Performance of Mycorrhizal-Infected Diptercarp Seedlings Planted in Marginal Upland of Inopacan. Leyte; Assessment and monitoring of RF demo farm adopters sites <b>JOP:</b> Species Combination-Site Condition Matching of Early Successional Species <b>KJGL:</b> Ecological Assessment and Conservation of <i>Aquilaria malaccensis</i> Through Sustainable Agarwood Production in Leyte and Biliran Islands, Philippines (EcoSAP)						
	c. Producing technologies for commercialization or livelihood improvement	EDE	50.00%	100%	Propagation of native forest seedlings, Production of Tilapia fingerlings	5	5	5	5		
	d. Whose research resulted in an extension program	EDE	100.00%	100%	Rainforestation Technology; Artificial Reef as alternative to Coral Reef	5	5	5	5		
<b>OVPI MFO 2. Graduate Student Management Services</b>											
	<b>PI 1:</b> Percentage of graduate students enrolled in research degree programs*	EDE	100.00%	100%	CHMercado completed his research study on 1st sem 2020-2021	5	5	5	5		2%
	<b>PI 2:</b> Percentage of accredited graduate programs*	EDE	100.00%	100%	MSTropical Ecology is AACUP (Level 2) and RQAT	5	5	5	5		2%

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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
					(CHED National Technical Committee under review)						
	<b>PI 3:</b> Number of graduate degree specializations offered and monitored*	EDE	1	1	MSTropical Ecology	5	5	5	5		2%
	<b>PI 4:</b> Total FTE coordinated, implemented & monitored*	MMB, EDE, JOP, KJGL	1.75	8.56	MMB:TREC 209, TREC 208, TREC 299, TREC 206; EDE:TREC 209, TREC 205/BIOL 205; KJGL:TREC 205/BIOL 205; JOP:TREC 208, TREC 209	5	5	5	5	1st sem 2020-2021 (Oct 2020-Feb 2021): EDE - 1.25 MMB - 1.17 KJGL - 1.25 2nd sem 2020-2021 (Mar 2021-Jul 2021): EDE - 1.53 MMB - 1.00 JOP - 0.83 KJGL - 1.53	2%
	Number of INC forms with grade submitted within prescribed period	EDE	-	1	LMadrid	4	4	4	4	EDE-TREC 205	
	<b>PI 5:</b> Percentage increase in number of graduate students enrolled*	EDE	3%	40%	Old students: Tulin, Fernandez, Hijada, Katangkatang, Albarico, Isaac, Latoreno, Ocoy, Villaceran  New students: Velasco, Gundemaro, Florentino, Claveti, Mayo, Hayahay	5	5	5	5	First sem, SY 2020-2021 (4 new students) officially ended in Feb. 2021, whereas Second sem, SY 2020-2021 (2 new students) started in March 2021 (27%)  *2nd sem, SY 2020-2021 ended July 2021 (for Jul-Dec 2021 OPCR accomplishment) (13%)	2%



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	<b>PI 6:</b> Percentage increase in number of students who graduated within prescribed period *	EDE	13%	100%	CHMercado	4	4	4	4	Mercado graduated on 1st sem, SY 2020-2021	2%
	<b>PI 7:</b> Number of graduate students awarded with honors/distinction*										2%
	<b>PI 8:</b> Number of graduate students advised*										2%
	<i>Number of graduate students advised as academic adviser</i>	EDE, MMB, JOP	2	12	<b>EDE:</b> Velasco, Villaceran, Hijada <b>MMB:</b> Fernandez, Albarico, Katangkatang, Gundemaro <b>JOP:</b> Claveti, Florentino, Tulin, Mayo, Hayahay	5	5	5	5	Some of the academic advisers are affiliate faculty.	
	<i>Number of students advised on thesis as GAC Chairman</i>	EDE, MMB	1	6	<b>EDE:</b> Hijada, Villaceran <b>MMB:</b> Fernandez, Tulin; Latoreno, Albarico	5	5	5	5		
	<i>Number of students advised on thesis as GAC Member</i>	MMB, JOP	2	7	<b>MMB:</b> Tuisen, Hijada; Bernaldez <b>JOP:</b> Fernandez, Tulin, Katangkatang, Albarico	5	5	5	5		
	<i>Number of students entertained for consultation purposes</i>	EDE, MMB, JOP	2	21	<b>EDE:</b> Velasco; Hijada, Latoreno, Fernandez, Katangkatang, Isaac; Villaceran <b>MMB:</b> Tuisen, Hijada, Fernandez, Tulin; Albarico, Katangkatang, Gundemaro <b>JOP:</b> Claveti, Florentino, Tulin, Mayo, Hayahay; Katangkatang, Fernandez	5	5	5	5		

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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	<b>PI 9:</b> Number of instructional materials developed*										
	<i>On-line ready courseware</i>	EDE, MMB, JOP, KJGL	2	5	EDE:TREC 205; TREC 209 MMB:TREC 208, 209 Lec, TREC 299, TREC 206 JOP:TREC 209, TREC 208 Lab KGL:TREC 205	5	5	5	5		
	<i>Flexible instructional materials</i>	EDE, MMB, JOP, KJGL	2	on-going	EDE:TREC 205; TREC 209; MMB:TREC 208, 209 Lec, TREC 299, TREC 206 JOP:TREC 209, TREC 208 Lab KGL:TREC 205	5	5	5	5		
	<i>Supplemental Learning Resources</i>	EDE, MMB, JOP, KJGL	4	39	EDE:2 ppt; 1 video clip; 2 recording MMB:4 ppt; 20 references JOP:1 ppt, 1 questionnaire, 1 references; 1 RISE evaluation tool KGL:2 ppt, 1 video clip; 3 recording	5	5	5	5		
	<i>Assessment tools</i>	EDE, MMB, JOP, KJGL	2	10	EDE: term exam, analysis report, pre-recorded oral presentation MMB: oral exam, poster, oral presentation JOP: analysis report KJGL: term exam, analysis report, oral presentation	5	5	5	5		
	<b>PI 10:</b> Number of virtual classrooms created and operationalized	EDE, MMB, JOP, KJGL	2	4	VSU E-Learning: TREC 209, TREC 208, TREC 205 (co-creator)  Google classroom: TREC 206	5	5	5	5		



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
MFO 2: HIGHER EDUCATION SERVICES (50%)											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams*									No board exam for BSES/BSEM program	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed*	EDE	10%	100%	SY 2018-2019 - 11 graduates SY 2019-2020 - 2 graduates	5	5	5	5		2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs*	EDE	80%	100%	1st Semester - 99 Students 2nd Semester - 89 Students	5	5	5	5		2.5%
	PI 4. Percentage of undergraduate programs with accreditations*	EDE	100%	100%	BSEM (program dissolved due to no CHED approved CMO) is accredited by AACUP (level 2), while BSES is a new program with COPC application	5	5	5	5		2.5%
	PI 5: Total FTE, coordinated, implemented and monitored*										20%
	Actual Faculty's FTE	EDE, MMB, JOP, KJGL, ABO	5	81.35	Refer to actual faculty workload	5	5	5	5		
	Number of grade sheets submitted within prescribed period	EDE, JOP, KJGL, ABO	5	24	EDE: Envi 111n; Envi 200-3 gradesheets JOP: Envi 111n; Envi 11 - 5 sections; Envi 200 KJGL: Envi 11 - 6 sections, Envi 200 ABO: Envi 111e, Envi 11e, Envi 11 - 3 sections; Envi 200	5	5	5	5		

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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	Number of INC forms with grade submitted within prescribed period	JOP, ABO	3	29	JOP: Envi 110- 10 students ABO: Envi 110-11 students (Part-time Instructors: Bayron: 2; Fernandez: 1; Oraño - 2; GTA: Florentino - 3)	5	5	5	5		
	Number of trainings attended related to instruction	EDE, MMB, JOP, KJGL, ABO	1	4	Navigating the digital shift: Instructional Materials to Support the University's Flexible Learning (March 18); Echo-Webinar on the TIEC-CHED Flexible Learning Foundation Virtual Conference (March 15-16); TURNITIN Instructor's Training (May 31); VSU EE Virtual Classroom Management (April 6)	5	5	5	5		
	Number of long examinations/term exam administered and checked	EDE, MMB, JOP, KJGL, ABO	15	3,781	EDE: Envi 111n - 1 long exam, 1 final exam for 27 students; 44 long exam, 22 Midterm MMB: Envi 116n - 1 long exam, 1 term exam for 27 students JOP: Envi 11 - 1 long exam, 1 term exam for 155 students; Envi 111n - 1 long exam, 1 term exam for 47 students KJGL: Envi 11 - 2 long exam for 222 students; Envi 110- 1 long exam, 1 midterm for 33 students ABO: Envi 111e - 1 long exam, 1 term exam for 24 students; Envi 11 - 1 long exam, 1 term exam for 98	5	5	5	5		



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
					students; Envi 11e - 1 long exam, 1 term exam for 27 students; Envi 116n - 1 laboratory midterm exam for 27 students <b>(Part-time Instructors:</b> Oraño: 584; Fernandez: 659; Bayron: 672; Amestoso: 167; <b>GTA:</b> Florentino: 240)						
	Number of assessment (quizzes/e-tivity, write-up), learning task, motivation questions administered and checked	EDE, MMB, JOP, KJGL, ABO	50	16,391	<b>EDE:</b> 88 Learning Task, 66 motivaion questions <b>MMB:</b> Envi 116n - 2 LT, 4 MQ for 27 students <b>JOP:</b> 3 LT, 16 MQ for 155 students; 4 LT, 6 MQ, 4 Assessment for 47 students <b>KJGL:</b> Envi 11 - 3 LT, 16 MQ for 222 students; Envi 110- 3 LT for 33 students <b>ABO:</b> Envi 111e - 2 LT, 4 MQ for 27 students; Envi 11e - 3 LT, 16 MQ for 27 students; Envi 11 - 3 LT, 16 MQ for 98 students; Envi 198 - 4 E-tivity, 2 Write-up <b>(Part-time Instructors:</b> Oraño: 1542; Fernandez: 1746; Bayron: 1740; Amestoso: 212; <b>GTA:</b> Florentino: 240)	5	5	5	5		
	Number of lab reports and requirements checked and graded	EDE, JOP, KJGL, ABO	5	504	<b>JOP:</b> Envi 110 - 1 laboratory PPT presentation, 1 oral report, 1 e-portfolio for 28 students <b>KJGL:</b> Envi 114n - 3 lab exercise for 22 students; Envi 116n - 2 laboratory exercise 1,	5	5	5	5		

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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
					4 reflection papers for 23 students ABO: Envi 111e - 1 lab exercise, 1 oral presentation for 27 students; Envi 116n - 2 laboratory exercise 1, 4 reflection papers for 27 students						
	<b>PI 8:</b> Number of students advised.*										1%
	Number of students advised as Academic Adviser to students	EDE, MMB, JOP, KJGL, ABO	50	99	EDE: 7; MMB: 32; JOP: 44; KJGL: 10; ABO: 6	5	5	5	5		
	Number of students advised on thesis as Thesis Adviser	EDE, MMB, JOP, KJGL, ABO	5	6	EDE: SLMakiling, MMerafuentes; KJGL: KMaat ABO: JRLoayon, JPSanchez JOP KMVeloso	5	5	5	5	The thesis adviser of other BSEM students are affiliate faculty.	
	Number of students advised on thesis as SRC Chairman	EDE, MMB, JOP, KJGL, ABO	10	6	EDE: CMBendanillo, KMMaat MMB: KMVeloso JOP: JRMLoayon, JPCSanchez, SLMakiling	5	5	5	5	The thesis adviser of other BSEM students are affiliate faculty (Prof. EKSerio, Dr.DJLumanao, Dr. Fernandez).	
	Number of students advised on thesis as SRC Member	EDE, MMB, JOP, KJGL, ABO	10	12	EDE: CBendanillo, KMMaat MMB: JPCSanchez, JAMFlores JOP: JBaltazar, CMBendanillo, JAMFlores, KMMaat, SLMakiling KJGL: MMerafuentes ABO: KMVeloso, SLMakiling	5	5	5	5		
	No. of approved manuscript submitted	EDE, MMB, JOP, KJGL, ABO	-							The university did not allow graduating students to conduct	1%



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	<i>within prescribed period</i>									their thesis due to pandemic.	
	<i>On consultation</i>	EDE, MMB, JOP, KJGL, ABO	10	630	EDE: 54; MMB: 55; JOP: 53; KJGL: 314; ABO: 154	5	5	5	5		0.5%
	<b>PI 9:</b> Number of student organizations advised/assisted*										
	<i>Student organizations advised</i>	KJGL	1	1	Helpers of Outreaching Mother Earth's Stability (HOMES)	4	4	4	4		1.25%
	<i>Student organizations assisted on student related activities</i>	KJGL	1	-						HOMES did not have any activities due to the pandemic	1.25%
	<b>PI 10:</b> Number of instructional materials developed*										10%
	<i>On-line ready courseware</i>	EDE, MMB, JOP, KJGL, ABO	1	7	Envi 11, Envi 111e, Envi 111n, Envi 110, Envi 116n, Envi 114n, Envi 198	5	5	5	5		
	<i>Flexible instructional materials</i>	EDE, MMB, JOP, KJGL, ABO	2	3	Envi 11, Envi 111e, Envi 111n	5	5	5	5	Vol 2 of Envi 111n & Envi 111e Lecture, and Envi 111e Laboratory	
	<i>Supplemental Learning Resources</i>	EDE, MMB, JOP, KJGL, ABO	5	51	EDE: Envi 114n - 4 ppt, 1 pre-recorded & 1 Video clip (embedded in the lecture); Envi 111n - 2 ppt; Envi 111e - 1 ppt MMB: Envi 116n - 7 ppt JOP: Envi 116n - 7 ppt; Envi 11 - 3 ppt; Envi 110 - 3 ppt KJGL: Envi 116n - 1 ppt; Envi 11 - 3 ppt; Envi 110 - 3 ppt; Envi 114n - recordings	5	5	5	5		

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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
					ABO: Envi 116n - 4 ppt, Envi 198 - 2 ppt; Envi 111e - 2 ppt; Envi 11e - 3 ppt; Envi 11 - 3 ppt						
	Assessment tools	EDE, MMB, JOP, KJGL, ABO	2	44	<p><b>EDE:</b> Envi 114n and Envi 111n: Long Exam, LT, term exam, MQ</p> <p><b>MMB:</b> Envi 116n - Long and term exam</p> <p><b>JOP:</b> Envi 116n - Long and term exam, quiz; Envi 11 - Long exam, term exam, MQ, LT; ENVI 110 - oral report, PPT presentation and e-portfolio</p> <p><b>KJGL:</b> Envi 116n - term exam, oral presentation, reflection paper; Envi 11 - Long exam, term exam, MQ, LT; Envi 110-LT, Long Exam and term exam, presentation</p> <p><b>ABO:</b> Envi 116n - term exam, oral presentation, reflection paper; Envi 111e - oral exam, video presentation; Envi 11e - Long exam, term exam, MQ, LT; Envi 11 - Long exam, term exam, MQ, LT; Envi 198 - e-tivity; write-up</p>	5	5	5	5		
	PI 11: Number of virtual classrooms created and operationalized	EDE, MMB, JOP, KJGL, ABO	1	7	Envi 11, Envi 111e, Envi 111n, Envi 110, Envi 116, Envi 114, Envi 198	5	5	5	5		



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	PI 12: Additional Outputs										
	Number of on-line course were reviewed by TRP & edited by MMDC editor	EDE, MMB, JOP, KJGL, ABO	1	7	Envi 11, Envi 111e, Envi 111n, Envi 110, Envi 116, Envi 114, Envi 198	5	5	5	5		
<b>MFO 3: RESEARCH SERVICES (10%)</b>											
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries*	EDE, MMB, JOP, KJGL, ABO	1	2	<b>EDE:</b> Artificial reef (LGU); <b>MMB:</b> Rainforestation and Nursery (KALAH-CIDSS and EDC)	5	5	5	5		2%
	PI 2. Number of research outputs completed within the year*	EDE, MMB, JOP, KJGL, ABO	1	research continuing	<b>EDE:</b> CHED Research Program: Seagrasses and Seaweeds of Camotes and Cuatro Islands; Assessment of Marine Protected Areas in Camotes and Cuatro Islands; Biodiversity of Marine Flora and Fauna in Artificial Reefs of Baybay City and Selected Municipalities of the 5th District of Leyte; Species Composition, Abundance and Succession of Seaweeds and Seagrasses in Artificial and Natural Reefs <b>MMB:</b> Development of a Rainforestation Research Capability to Scale-Up Forest Restoration Initiatives in Climate Change Vulnerable Marginal Uplands in Inopacan, Leyte; Effect of Nutrient Management on the Survival and Growth Performance of Mycorrhizal-Infected	5	5	5	5		2%

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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
					Dipterocarp Seedlings Planted in Marginal Upland of Inopacan, Leyte; Assessment and monitoring of RF demo farm adopters sites <b>JOP:</b> Species Combination-Site Condition Matching of Early Successional Species <b>KJGL:</b> Ecological Assessment and Conservation of <i>Aquilaria malaccensis</i> Through Sustainable Agarwood Production in Leyte and Biliran Islands, Philippines (EcoSAP) <b>ABO:</b> Effect of Leaf litter Addition on Soil Organic Carbon and Growth Performance of Early Successional Species Planted on the Marginal Uplands of Sitio Batuan, Brgy. Linao, Inopacan, Leyte						
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%)*										
	<i>In refereed int'l journals</i>										
	<i>In refereed national/regional journals</i>	MMB, KJGL, JOP	1	5	MMB: Soil trace gas fluxes from secondary forest converted to small-scale vegetable farms on an Andosol soil; Conservation and Ecological Threats of					<i>We will only include full paper that has been published</i>	1.50%
											0.50%



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
					Agarwood ( <i>Aquilaria</i> sp.) on Leyte Island, Philippines (Abstract only); Growth Performance of <i>Trema orientalis</i> L. (Blume) Ulm. Seedlings in Response to Mineral Nutrient Omission (Abstract only); Assessment of Insect Damage and Growth Performance of Dipterocarps Planted at Rainforestation Demonstration Farm at VSU, Baybay City, Leyte (Abstract only); Instilling Environmental Consciousness through an Environmental Jamboree: The Experiences of Senior High School Students and Youth Leaders						
	<b>PI 4.</b> Number of research outputs presented in regional/national/int'l. fora/conferences*										
	<i>In int'l fora/conferences</i>	MMB, KJGL	1	2	The 12th International Conference on Environmental and Rural Development (ONLINE), March 5-6: <b>MMB/KNF:</b> Growth Performance of <i>Trema orientalis</i> L. (Blume) Ulm. Seedlings in Response to Mineral Nutrient Omission <b>KJGL:</b> Assessment of Insect Damage and Growth Performance of Dipterocarps Planted at Rainforestation	5	5	5	5		1.50%

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					Demonstration Farm at VSU, Baybay City, Leyte						
	In national/regional fora/conferences	EDE, MMB, JOP, KJGL, ABO	1	1	GAMA Model Development for Agarwood Production as Influenced by Different Light Conditions and Fungal Inoculation in Leyte, Philippines during the Online Training-Workshop on Modeling for Higher Education Institutions (HEIs) Application of Geographic Information Systems (GIS) and Agent Based Modeling Approach: Agri-Forestry Technology for Ensuring Agricultural Resilience (GAMA-AFTER)	4	4	4	4		0.50%
	PI 5. Percent of research proposals approved*	EDE, MMB, JOP, KJGL, ABO	50%	100%	EDE: Capacity Building Activities of Personnel and the Stakeholders Engaged in Environmental Protection and Disaster Management (Study 3); VSU funded (AR's), Research Project Proposal funded by industry (PASAR) MMB: Ecological Assessment and Conservation of <i>Aquilaria malaccensis</i> Through Sustainable Agarwood Production in Leyte and Biliran Islands, Philippines (ECoSAP); VSU funded Research, ELTI funded Research	5	5	5	5		0.5%



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	<b>PI 6. Additional outputs*</b>										1.50%
	<i>Number of journal articles/ scientific paper received and reviewed as peer-reviewer</i>	MMB	1	2	<b>MMB:</b> Science and Humanities Journal: Environmental Consciousness Drive through an Environmental Jamboree: From the Experience of the Senior High School Student and Youth Leaders from Baybay City, Pilar Camotes, Cebu and Cabucgayan, Biliran; Climate Change in Tibet: Impact on Environmental Security of South Asia	5	5	5	5		
	<i>Other outputs implementing the new normal due to covid 19</i>	ABO, KJGL	-	5	Participation to research related webinars that facilitate and enhance interest and knowledge to the interested area for research. (ABO:1; KJGL: 4)	5	5	5	5		
	<i>Active research collaborative partnership with Palompon Institute of Technology (PIT)</i>	EDE, HRM	-	1	CHED DARE TO Project	4	4	4	4		
<b>MFO 4: 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 *	EDE, MMB, JOP, KJGL, ABO	5	30	<b>Terrestrial Ecosystems Division:</b> EDC, LGU (Barugo, Alangalang, Sta Fe, San Miguel, San Isidro, Calubian, Villaba, Tabango, Leyte, Abuyog, Biliran, Cabucgayan, Caibiran, Culaba, Naval, Kawayan, Almeria, Javier,	5	5	5	5		2.0%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remarks (Details of the targetted output indicators with**)	% weight
				% Accomplishment	Details of Accomplishments	Q	E	T	A		
					Mahaplag), KALAHI-CIDDS DSWD, RISE, and Life Giving Forest Foundation, Carigara Water District <b>Aquatic Ecosystems</b> <b>Division:</b> PASAR, DA-BFAR, DENR, LGU 5th District of Leyte  VSU Internationalization Program: LGU (Abuyog, Baybay)						
	<b>PI 2.</b> Number of trainees weighted by the length of training*	EDE, MMB, JOP, KJGL, ABO	25	880	<b>ITEEM 3-day Webinar Series:</b> Impacts of Mining (151 views); Effects of Mining to Coastal Ecosystem (158 views); Information Drive: IRR of Baybay on Waste Management (571 views); ECO-DRR (51 participants)	5	5	5	5		2%
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs*	EDE, MMB, JOP, KJGL, ABO	2	10	Mainstreaming Rainforestation in the Philippines; NRM-Based Extension Program; Training on Climate Change and Disaster Risk Reduction Management, Rainforestation: A Climate Resilient Intervention for Local Government Units Vulnerable to Climate Change and Disaster- Prone Areas in the Visayas; Coastal Resource Management; Monitoring of Marine Flora and Fauna in the Vicinity of PASAR, Isabel, Leyte; Community	5	5	5	5		2%



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				% Accomplishment	Details of Accomplishments	Q	E	T	A		
					consultation on Ecological and Conservation on Sustainable Agarwood Production (ECO-SAP); ITEEM Webinar Series; Earth Day: Dap-ag Collection and Coastal Clean-up in Cuatro Islas; Coastal Clean-up and Tree Planting Activity						
	<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*	EDE, MMB, JOP, KJGL, ABO	80%	99%	School-on-the-Air on Rainforestation Farming <i>DYBK-FM (Rainforestation Farming: Maluntarung Pamaagi sa Pagpalambo sa Kita, Abunda'ng Pagkaon ug Maminosan ang Epekto sa Pagkausab sa Klima)</i>	5	5	5	5		1%
	<b>PI 5.</b> Number of technical/expert services*										1%
	<i>Research Mentoring</i>	MMB, EDE	2	16	<b>Terrestrial Ecosystems Division:</b> Faculty: JOPogosa, ABOras, KJGLongatang Research Assistants/ Aides: KGundemaro, VEscasinas, PLongatang, FAlmeroda, RMOquias, KFlorencio, OBaldos; <b>Aquatic Ecosystems Division:</b> Research Assistants/Aide: RRBaroto, OCapin, JFamestoso, HGBayron, GOraño, PFernandez	5	5	5	5		
	<i>Peer reviewers/ Panelists</i>	MMB, EDE	1	2	<b>MMB:</b> Science and Humanities Journal; Environmental Consciousness	4	4	4	4		

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remarks (Details of the targetted output indicators with**)	% weight
				% Accomplishment	Details of Accomplishments	Q	E	T	A		
					Drive through an Environmental Jamboree: From the Experience of the Senior High School Student and Youth Leaders from Baybay City, Pilar Camotes, Cebu and Cabugayan, Biliran; Climate Change in Tibet: Impact on Environmental Security of South Asia						
	Resource Persons	EDE, MMB, JOP, KJGL, ABO, HRM, FJTA	5	6	ITEEM Webinar Series: HRM: Impact of Mining EDE: Information Drive (IRR of Baybay on Waste Management) MMB: Abaka Kini! KJGL: Introduction to DRR ABO: Eco-DRR FJTA: Ecosystem-based Disaster Risk Reduction (Eco-DRR) in Coastal Areas JOP: Spatial Planning Tools for Eco-DRR	5	5	5	5		
	Convenor/Organizer	EDE, MMB, JOP, KJGL, ABO	1	8	Earth Day Webinar; ITEEM Webinar Series; Final Exam of School-in-the-Air; Community Consultation in Brgy. Pinamanagan, Brgy. Mahayahay, Brgy. Tinokolan; Earth Day: Dap-ag Collection and Coastal Clean-up in Cuatro Islas; VSU Beach Coastal Clean-up and Tree Planting Activity	5	5	5	5		
	Evaluator	EDE	-	1	UGMAD Award for Outstanding Farmers 2021	4	4	4	4		



MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remarks (Details of the targetted output indicators with**)	% weight
				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	PI 8. Percent of extension proposals approved*	EDE, MMB, JOP, KJGL, ABO	50%	100%	EDE: Integrated Coastal Resource Management NRM CRM 015; Upgrading of Tilapia and Freshwater Prawn Hatchery Facilities and Capacity Building to Enhance Tilapia Production and Distribution at the Visayas State University	5	5	5	5	MMB: Development of a Rainforestation Research and Training Site to Scale-up Forest Restoration initiatives in Climate Change Vulnerable Marginal Uplands in Inopacan, Leyte (3 studies) NRM P1719-3; Mainstreaming Rainforestation to Technology and Monitoring of RF Adapter's Farm NR TSP 016; Natural Resources Management-based Extension Project (VSU Nature park) Phase II: Development Physical Land-Use and Resource Map and Empowerment of Local Stakeholders through Capability Building (Nature Park); Development of Province Wide Learning Site on Sustainable Agriculture and Natural Resources Management and Assessment of Community People's Perception Towards the Rainforestation	

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remarks (Details of the targetted output indicators with**)	% weight
				% Accomplishment	Details of Accomplishments	Q	E	T	A		
										KALAH-CIDSS Program in Cabugayan, Biliran	
	PI 11. Additional outputs*										1.5%
	Other outputs implementing the new normal due to covid 19	EDE, MMB, JOP, KJGL, ABO	1	2	Development of materials for on-line training on Rainforestation; Conduct of webinar	5	5	5	5		
	Attendance to webinar meeting	EDE	-	6	Attendance to webinar DENR-CIPLS-PAMB meeting as focal academic PAMB member and Face-to-Face TWG-PAMB Meeting as Chairperson	5	5	5	5	2 Regular PAMB Meeting; 4 CIPLS-TWG-PAMB meeting	
<b>MFO 5: SUPPORT TO OPERATIONS</b>											
<b>OVPI MFO 1. Faculty Development Services</b>											
	PI 1. Number of faculty pursuing advanced research degree programs (PhD, MSc) facilitated, monitored and assisted*	EDE	1	-						Concerned faculty will start her study leave on 1st sem, SY 2021-2022	0.625 %
	Attendance to trainings/seminars	All ITEEM Faculty	-	2	EDE: EU-ASEAN Webinar Series - EU ASEAN Dialogue on GreenTech & Innovation Mapping: Green Technologies for Plastic Value Chain Management, Series 1: The-End-of-Life (EOL) Approaches (Feb 18) JOP: GAMA Model Development for Agarwood Production as Influenced by Different Light Conditions and Fungal	5	5	5	5		



MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remarks (Details of the targetted output indicators with**)	% weight
				% Accomplishment	Details of Accomplishments	Q	E	T	A		
					Inoculation in Leyte, Philippines during the Online Training-Workshop on Modeling for Higher Education Institutions (HEIs) Application of Geographic Information Systems (GIS) and Agent Based Modeling Approach: Agri-Forestry Technology for Ensuring Agricultural Resilience (GAMA-AFTER) (March 22-May7) <b>ABO:</b> EU-ASEAN Webinar Series - EU ASEAN Dialogue on GreenTech & Innovation Mapping: Green Technologies for Plastic Value Chain Management, Series 4: Plastic Wastes Consolidation and Recycling Approaches (May 27)						
<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>											
	<b>PI 2.</b> Number of faculty recruited/hired based on needed competencies and aligned with ISO standards*	EDE	1	4	Part-time instructors for the 2 <sup>nd</sup> Sem., SY 2020-2021	4	4	4	4		0.125 %
<b>OVPI MFO 3. Faculty Evaluation Services</b>											
	<b>PI 3.</b> Number of seminars/trainings/conventions/workshops coordinated for entire university*	EDE	1	-						No seminar/convention allowed due to pandemic.	0.25%



MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remarks (Details of the targeted output indicators with*)	% weight
				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	<b>PI 4.</b> Number of seminars/ trainings/conventions/ workshops coordinated outside of the university*	EDE, MMB, JOP, KJGL, ABO	1	-		4	4	4	4	No seminar/ convention allowed due to pandemic.	0.25%
	<b>PI 5.</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated*	EDE, MMB, JOP, KJGL, ABO	50%	100%		5	5	5	5	Based on the Student Evaluation Report of the 1st semester BY 2020-2021, generally faculty got very satisfactory ratings	0.75%
	<b>PI 6.</b> Number of in-house seminars/ trainings/ workshops/reviews conducted*	EDE, MMB, JOP, KJGL, ABO	1	1	32 <sup>nd</sup> Joint VICARP and RRDEN Regional RDE Symposium	4	4	4	4		0.25%
	<b>PI 7.</b> Additional outputs*		-	-							0.25%
<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*	Director & all faculty & staff	zero non-conformity	zero non-conformity		5	5	5	5		2.50%
<b>MFO 6: GENERAL ADMINISTRATION &amp; SUPPORT SERVICES (GASS)</b>											
	<b>PI 1.</b> Submission of Institute PPMP for the following year within deadline as prescribed by BAC*	EDE, EBG, CMB	submitted on time	submitted on time		5	5	5	5		1%



MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remarks (Details of the targetted output indicators with**)	% weight
				% Accomplishment	Details of Accomplishments	Q	E	T	A		
	PI 2. Zero percent complaint from clients served	Director & all faculty & staff	Zero % complaint	Zero % complaint							2%
	PI 3. Number of coaching sessions among faculty & staff**	EDE	3	7		5	5	5	5		
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Director & all faculty & staff	3	7		5	5	5	5		
	PI 5. Number of monthly/ special faculty & staff meetings conducted/ attended**	Director & all faculty & staff	4	7		5	5	5	5		
	PI 6. Additional Outputs										2%
	Attendance to various virtual and face-to-face meetings	Director & all faculty & staff	5	15	Meetings attended: VSU-ISO 9001 First Surveillance Audit (Feb 4-5), OVPPRGAS (Feb 10), OVPRExt. (Feb 16 & 24, Apr 19), OVPAAs (Feb 22), CFES (March 4 & June 22), ESWM Board meeting (March 26), OGS Meetings (April 8, 16 & 29), OGS RQAT meeting (April 30), OVPREI Covid-19 Recovery Plan meeting (May 5), 47 <sup>th</sup> UAC meeting (May 17), LUDIP Development Updates (May 21), Budget Call meeting (June 2), 48 <sup>th</sup> UAC meeting (June 7),	5	5	5	5		

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Department Target	Actual Accomplishments		Rating				Remarks (Details of the targetted output indicators with**)	% weight
				% Accomplishment	Details of Accomplishments	Q	E	T	A		
					Gender Analysis and GAD's Core Checklist (June 25)						
	APB Representative	EDE	-	1	DTHM Teaching demo, interview and screening of teaching applicants (March 17)	5	5	5	5		
	Number of activities conducted/organized as committee members/ chairpersons in support to the attainment of the university's mission	EDE, MMB, JOP, ABO	-	2	Organized and facilitated VSU Open Dumpsite Closure Planning Workshop  Conducted Benchmarking at Ormoc City Sanitary Landfill and Septage Management Facility located at City EcoWaste of Ormoc City	5	5	5	5	Attended by members of the Waste Management and Pollution Control Team of VSU	
	Designs administration/ management related activities and other outputs to implement new normal	Director & all faculty & staff	-	1	All staff are required to report under normal condition following the IATF health protocol	5	5	5	5		
Total Over-all Rating						365					
Average Rating						4.87					
Adjectival Rating						Outstanding					
											100%

Received by:

DILBERTO O. FERRAREN

Planning Office

DATE AUG 31 2021

Calibrated by:

REMBERTO A. PATINDOL

Chairman, PMT

DATE

Recommending Approval:

BEATRIZ S. BELONIAS

Vice Pres. for Instruction

DATE 8/13/21

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

Legend - Persons Responsible:

EDE (Eliza D. Espinosa); MMB (Marlito M. Bande); JOP (Jimmy O. Pogosa); KJGL (Kleer Jean G. Longatang); ABO (Angelita B. Orias)  
HRM (Humberto R. Montes, Jr.) - Affiliate Faculty; FJTA (Felix John T. Amestoso) - Part-time Instructor