

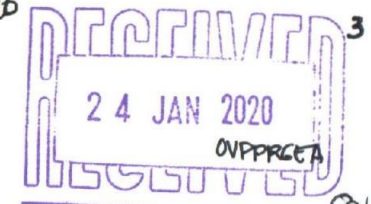
Visayas State University
INSTITUTE OF TROPICAL ECOLOGY AND ENVIRONMENTAL MANAGEMENT
 Visca, Baybay City, Leyte

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

Opf 104

2330

1-21-20



I, DR. MARLITO M. BANDE, ITEEM Director, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY–DECEMBER 2019.

MARLITO JOSE M. BANDE
 Director, ITEEM

Approved:
DENNIS P. PEQUE
 Dean, CFES

Appointment/Status	Position Title	Number
Director	Assoc. Prof. IV	1
Faculty	Assoc. Prof. I	1
	Instructor I	1
	Substitute Instructor	1
	Graduate Teaching Asst.	1
	Part-Time Instructors	3
Administrative Staff	Admin. Asst. II	1
	Admin. Aide III	2
	Admin. Aide I	2
Job Order	Sci. Res. Asst.	14
	Sci. Res. Aide	3
	Field Technician	1
	Laborers	17
	TOTAL	48

Rating Equivalents:

- 5 - Outstanding
- 4 - Very Satisfactory
- 3 - Satisfactory
- 2 - Fair
- 1 - Poor

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Q ¹	E ²	T ³	A ⁴	
UMFO 1	ADVANCED EDUCATION SERVICES								
ITEEM MFO 1	Graduate Degree Program								
PI 1	Number of graduate degree specializations offered and monitored	MMB	1	1	4	4	4	4	Master of Science in Tropical Ecology (MSTREC)

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Q ¹	E ²	T ³	A ⁴	
PI 2	Total FTE monitored	MMB, JOP, HRM	2.5	7.67	5	5	5	5	FTE calculation was based on faculty workload
PI 3	Number of students who graduated within prescribed period	MMB	1	0	2	2	2	2	No students graduated within the first semester of S.Y. 2019-2020
PI 4	Number of graduate students enrolled	MMB	3	22	5	5	5	5	Figure was obtained from registrar's list of MSTREC enrollment TREC 205, TREC 209, TREC 207, TREC 299, TREC 300
PI 6	Number of course syllabus developed	MMB, JOP, HRM, MJC, JQ	3	4	4	4	4	4	TREC 205, TREC 209, TREC 207, SOIL 217
ITEEM MFO 2	Graduate Students								
PI 1	Number of graduate students awarded with scholarship/assistantship	MMB	1	2	5	5	5	5	Pelino, L. (Thesis support-Zoological Society of London ZSL); Almencion, K. (Graduate Teaching Assistant)
PI 2	Number of graduate students awarded with scholarship/assistantship who graduated within prescribed period	MMB	1	0	2	2	2	2	No students graduated within the first semester of S.Y. 2019-2020
PI 4	Number of graduate students advised (adviser/GAC member)	MMB, JOP, HRM	2	4	5	5	5	5	Figure was based on the individual faculty workload (Bande: Ceniza, L., Loreto, M., Pelino, L.) (Pogosa: Ocoy, S.J.)
UMFO 2	HIGHER EDUCATION SERVICES								
ITEEM MFO 1	Curriculum Program								
PI 1	Total FTE monitored	MMB, JOP, ABO	5	59.05	5	5	5	5	Figure was based on the individual faculty workload
PI 2	Number of new undergraduate curricular program compliant to CMO, approved and offered	MMB	1	1	4	4	4	4	BOR approved the offering the BSES program beginning of the first semester for S.Y. 2018-2019
PI 3	Number of existing curriculum proposal subjected to evaluation and compliant to CMO	MMB	1	1	4	4	4	4	CHED Regional office issued certificate of program compliance January 15, 2019
PI 4	Number of undergraduate students enrolled	MMB	10	78	5	5	5	5	Figure was obtained from registrar S.Y. 2019-2020: BSEM 13 students, BSES 65 students
PI 5	Number of undergraduate students who graduated within prescribed period	MMB	5	0	2	2	2	2	None of the over-staying students under the BSEM program has met the requirement for graduation for the first semester S.Y. 2019-2020
PI 6	Number of academe/industry linkage established	HRM, MMB	1	7	5	5	5	5	NatureLife International, Environmental Leadership and Training Initiative, and Zoological Society of London, Coastal Carolina University, Philippine Associated

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accomplishment	Rating				Remark
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									Smelting and Refining (PASAR) Corporation, University of San Carlos, Biliran Island Province State University formerly Naval State University
PI 7	Number of students advised (thesis adviser/SRC Chairman or member)	MMB, JOP, HRM	3	15	✓	✓	✓	✓	Figure was based on individual faculty work load (Bande: Merafuentes, M., Pacaldo, M., Sanchez, J.P., Makiling, S. L., Cala, C., Flores, J.A.M., Loayon, J.R.) (Pogosa: Pacaldo, M., Veloso, K., Flores, J.A.M., Maat, K., Merafuentes, M., Baltazar, J.) (Orias: Loayon, J., Maat, K.M.)
PI 8	Number of student organizations advised	JOP	1	1	4	4	4	4	Helpers in Outreaching Mother Earth's Stability (HOMES)
PI 9	Number of course syllabus and powerpoint presentations developed	MMB, JOP, ABO	1	7	✓	✓	✓	✓	ENVI 11, ENVI 111, DeEd 141, ENVI 11n, ENVI 111n, ENVI 129, AGSCI 18
PI 10	Additional outputs:								
PI 10.1	Number of faculty, staff honors/awards received	MMB	1	1	4	4	4	4	Regional Agricultural Scientist
UMFO 3	RESEARCH SERVICES								
PI 1	Number of published papers in internationally/locally indexed journals	MMB	1	1	4	4	4	4	Recoletos Multidisciplinary Research Journal Title of the article: Rainforestation and Sustainable Development: The Lived Experience of the Four Individual Adopters from the Visayas Region in the Philippines
PI 2	Number of research outputs presented in local/regional/national /international fora/ conferences	HRM, MMB, ABO, JOP	1	6	✓	✓	✓	✓	RDE In-house Review (Level 2): Mainstreaming on Rainforestation in the Philippines; Development of a Province-Wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception towards the Rainforestation KALAH-CIDSS Program in Cabucgayan, Biliran; Monitoring of Artificial Reef in the 5 th District of Leyte RDE In-house Review (Level 3): Development of a Province-Wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception towards the Rainforestation KALAH-CIDSS Program in Cabucgayan, Biliran

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Q ¹	E ²	T ³	A ⁴	
									Chang Mai, Thailand: Rainforestation: An Option to Forest Landscape Restoration in the Philippines DSWD Summit: Community-Driven Development Knowledge Management (CDD KM) Summit: Building a Community of Practice
PI 3	Number of research project/study conducted	HRM, MMB, JOP, ABO	1	13	✓	✓	✓	✓	Conducted four (4) studies in Inopacan funded by VSU and ELTI; three (3) studies in Terrestrial Ecosystem Division funded by NatureLife International and ELTI; one (1) study in Cabucgayan extension cum research funded by VSU and LGU; one (1) in Bacong, Negros Oriental funded by ELTI; one (1) study in Inopacan funded by Swiss National Science Foundation; one (1) study in Camotes Sea funded by CHED; one (1) study in Aquatic Ecosystem Division funded by CHED; one (1) study in fifth district of Leyte funded by OVPRE
PI 4	Number of research proposals submitted	HRM, MMB	1	5	✓	✓	✓	✓	VSU-OVPRE, ELTI, NatureLife International, CHED and United Nation Environment Program (UNEP)
PI 5	Number of research proposals approved	HRM, MMB	1	5	✓	✓	✓	✓	VSU-OVPRE, ELTI, NatureLife International, CHED and United Nation Environment Program (UNEP)
PI 6	Number of studies presented	HRM, MMB, JOP, ABO	1	6	✓	✓	✓	✓	RDE In-house Review (Level 2): Mainstreaming on Rainforestation in the Philippines; Development of a Province-Wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception towards the Rainforestation KALAH-I-CIDSS Program in Cabucgayan, Biliran; Monitoring of Artificial Reef in the 5 th District of Leyte RDE In-house Review (Level 3): Development of a Province-Wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception towards the Rainforestation KALAH-I-CIDSS Program in Cabucgayan, Biliran

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Q ¹	E ²	T ³	A ⁴	
									Chang Mai, Thailand: Rainforestation: An Option to Forest Landscape Restoration in the Philippines DSWD Summit: Community-Driven Development Knowledge Management (CDD KM) Summit: Building a Community of Practice
PI 7	Number of research studies externally funded	MMB, HRM	1	4	5	5	5	5	NatureLife International and ELTI for TED; CHED for AED; United Nation Environment Program (UNEP)
PI 8	Number of research studies institutionally funded	HRM, MMB	1	2	5	5	5	5	One (1) in Inopacan conducted by TED and one (1) in the fifth district of Leyte conducted by AED
PI 9	Additional outputs:								
	Number of research related awards (research conducted by student or student with faculty)		-	-					
	Number of exchange scholars/researchers/visiting professors assisted	MMB,JOP	1	4	5	5	5	5	Foundation for These-abled Persons (3 researchers) Annika Hertel, Moritz, Elias; L. Robert Barber (University of Guam)
	Number of research articles submitted for publications	MMB	2	2	4	4	4	4	Science and Humanities Journal; Recoletos Multidisciplinary Research Journal
	Number of MOAs drafted, prepared and signed as witness	MMB, ABO	1	2	5	5	5	5	VSU-Coastal Carolina University; VSU-RISE
	Number of terminal/ accomplishment reports submitted	MMB, JOP, ABO, EBG	1	2	5	5	5	5	ITEEM Annual Report; YRRP Progress Report for DA-Regional Field Office 8
UMFO 4	EXTENSION SERVICES								
PI 1	Number of person-days trained weighted by length of training	MMB, JOP, ABO, HRM	150	1,292	5	5	5	5	YRRP Training (628 participants for 3 days; 429 participants for 2 days); ELTI Training (71 participants for 3 days); Paralegal Training on Coastal Law Enforcement (35 participants for 3 days); PCRA Training Workshop (22 participants for 3 days)
PI 2	Number of trainings conducted	MMB, JOP, ABO, HRM	2	21	5	5	5	5	17 YRRP Training; 2 ELTI; 1 Paralegal Training on Coastal Law Enforcement; 1 PCRA Training Workshop
PI 3	Number of IEC materials/Rainforestation development plan/technoguides developed/used	MMB,JOP, ABO, EBG	1	224	5	5	5	5	Rainforestation Adopters Development Plans (164 YRRP; 50 ELTI); IEC materials on Marine Protected Areas (10)
PI 4	Number of beneficiaries served	HRM, MMB, JOP, ABO	150	1,292	5	5	5	5	

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					Q ¹	E ²	T ³	A ⁴	
PI 5	Number of technical/expert services	MMB, JOP, ABO, HRM	5	11	↩	↩	↩	↩	(1) Rapid Site Assessment prior to reforestation development; (2) Biodiversity Assessment; (3) Seedling Propagation of Native Forest Trees and Fruit Trees; (4) Nursery Management; (5) Establishment of Climate-Smart Agro-ecological Production System; (6) Establishment of Reforestation Adopters Farm; (7) Monitoring and Evaluation of RF Adopters Farm; (8) Production and Distribution of Tilapia Fingerlings; (9) Establishment of Marine Sanctuary; (10) Rapid Site Assessment prior to the establishment of marine sanctuary; (11) Conduct Trainings related to Terrestrial and Aquatic Ecosystem Conservation
PI 6	Number of extension projects/components conducted	MMB, JOP, ABO, HRM	4	8	↩	↩	↩	↩	NRM-Based Extension Project; Mainstreaming Reforestation in the Philippines; Reforestation: A Climate Resilient Intervention for Local Government Units Vulnerable to Climate Change and Disaster Prone Areas in the Visayas; Reforestation Farming in KALAH-CIDSS Program; CO ₂ Compensation Project; Yolanda Recovery and Reconstruction Program; Coastal Resource Management Project in the 5 th District of Leyte Province; Cuatro Islas Protected Area Project
PI 7	Number of extension proposals submitted	MMB, JOP, HRM	3	9	↩	↩	↩	↩	VSU-OVPRE (4); ELTI (1); NatureLife International (1); DSWD KALAH-CIDSS Program (1); DA-RFO 8 (1); DENR-BMB (1)
PI 8	Number of extension proposals approved	MMB, JOP, HRM	2	9	↩	↩	↩	↩	VSU-OVPRE (4) ; ELTI (1); NatureLife International (1); DSWD KALAH-CIDSS Program (1); DA-RFO 8 (1); DENR-BMB (1)
PI 9	Number of extension projects externally funded	MMB, HRM, JOP	1	6	↩	↩	↩	↩	Reforestation: A Climate Resilient Intervention for Local Government Units Vulnerable to Climate Change and Disaster Prone Areas in the Visayas; Reforestation Farming in KALAH-CIDSS Program; CO ₂ Compensation Project; Yolanda Recovery and Reconstruction Program; Cuatro Isla Protected Area Project; Integrating Reforestation as

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Q ¹	E ²	T ³	A ⁴	
									Strategy on Ecosystem-based Disaster Risk Reduction (Eco-DRR)
PI 10	Number of extension projects institutionally funded	MMB, JOP, HRM	2	5	✓	✓	✓	✓	NRM-Based Extension Project; Mainstreaming Rainforestation in the Philippines; Development of a Province-Wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception towards the Rainforestation KALAH-I-CIDSS Program in Cabugayan; Coastal Resource Management Project in the 5 th District of Leyte; Multi-Species Hatchery
PI 11	Additional outputs:								
	Number of scientific fora attended as speaker/resource persons	ABO,MMB,JOP, HRM	1	6	✓	✓	✓	✓	RDE In-house Review (Level 2): Mainstreaming on Rainforestation in the Philippines; Development of a Province-Wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception towards the Rainforestation KALAH-I-CIDSS Program in Cabugayan, Biliran; Monitoring of Artificial Reef in the 5 th District of Leyte RDE In-house Review (Level 3): Development of a Province-Wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception towards the Rainforestation KALAH-I-CIDSS Program in Cabugayan, Biliran Chang Mai, Thailand: Rainforestation: An Option to Forest Landscape Restoration in the Philippines DSWD Summit: Community-Driven Development Knowledge Management (CDD KM) Summit: Building a Community of Practice
	Number of seedlings distributed	MMB	1,000	7,500	✓	✓	✓	✓	(1) Establishment of Rainforestation demo Farm in Palapag, Northern Samar; Gamay, Eastern Samar; Villaba (6,000) (2) Replacement of mortalities in Rainforestation demo farm in Hindang, Leyte (1,000)

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									(3) Watershed rehabilitation in Ulan-ulan Falls, Almeria, Biliran (500)
	Area (hectares) of RF adopters farm established	MMB	1.5	4.5	↗	↗	↗	↗	Palapag, Northern Samar (1.5 hectare); Gamay, Eastern Samar (1 hectare); Villaba, Leyte (1 hectare); Almeria, Biliran (1 hectare)
	Number of farmers association/individual RF adopters monitored and assisted	MMB, JOP, ABO	3	13	↗	↗	↗	↗	Cienda-San Vicente Farmers Association (CSVFA); Patag Rainforest Association (PRA); Hindang Persons with Disability Agricultural Cooperative (HIPEDAC); UMANIPAPO Family Farm Association; KALAH! Beneficiaries Farmers Association (7); Tunob Mountaineers Association; Kapatagan Farmers Association
	Number of RF network organized	MMB	1	3	↗	↗	↗	↗	RFRI (Luzon Cluster; Visayas Cluster; Mindanao Cluster)
	Number of tilapia fingerlings distributed	HRM	50	32,415	↗	↗	↗	↗	The VSU-Baybay Multi-species Hatchery had distributed Tilapia fingerlings to 47 fish farmers in Baybay and neighboring municipalities
	Number of in-house seminars/ trainings/workshops/reviews conducted/attended	MMB, JOP, ABO	2	25	↗	↗	↗	↗	YRRP Training (17); ELTI Training (2); Paralegal for Coastal Law Enforcement (1); PCRA Training Workshop (1); Chang Mai, Thailand: Rainforestation: An Option to Forest Landscape Restoration in the Philippines (1); Training for Google Classroom (1); RDE In-house Review; DSWD Summit: Community-Driven Development Knowledge Management (CDD KM) Summit: Building a Community of Practice
UMFO 5	SUPPORT TO OPERATIONS (STO)								
ITEEM MFO 1	Faculty Development Services								
PI 1	Number of faculty/staff pursuing advanced research degree programs (PhD, MSc) facilitated, monitored and assisted	MMB	2	2	4	4	4	4	Espinosa, E. D. (PhD); Compendio, S.J.M. (MS)
PI 2	Number of seminars/trainings/ conventions/workshops coordinated for entire university	MMB, ABO, JOP	1	2	↗	↗	↗	↗	International Youth Meet Up Ball; Agham Conference
PI 3	Number of seminars/trainings/ conventions/workshops coordinated outside the university	HRM, MMB, ABO, JOP	1	21	↗	↗	↗	↗	17 YRRP Training; 2 ELTI; 1 Paralegal Training on Coastal Law Enforcement; 1 PCRA Training Workshop
PI 4	Additional outputs:								

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Q ¹	E ²	T ³	A ⁴	
	Number of activities organized/attended/assisted/participated/facilitated	ITEEM faculty/staff	1	23	✓	✓	✓	✓	International Youth Meet Up Ball; Agham Conference; 17 YRRP Training; 2 ELTI; 1 Paralegal Training on Coastal Law Enforcement; 1 PCRA Training Workshop
ITEEM MFO 2	Faculty Recruitment/Hiring Services								
PI 1	Number of faculty and part-time instructor recruited/hired aligned with ISO standards	MMB	1	4	✓	✓	✓	✓	Substitute Instructor (1); Part-time Instructor (3)
ITEEM MFO 3	Faculty Evaluation Services								
PI 1	Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated	HRM, MMB, JOP, ABO	100%	100%	✓	✓	✓	✓	
ITEEM MFO 4	Admission & Registration Services								
PI 1	Number of undergraduate students enrolled and validated within scheduled regular registration period	MMB	10	78	✓	✓	✓	✓	Figure was obtained from registrar's list of BSEM/BSES enrollees for S.Y. 2019-2020 (first semester)
PI 2	Number of graduate students enrolled and validated within scheduled regular registration period	MMB	2	22	✓	✓	✓	✓	Figure was obtained from registrar's list of MSTREC enrollees for S.Y. 2019-2020 (first semester)
ITEEM MFO 5	Guidance and Counselling & Support to Students Services								
PI 1	Number of guidance activities conducted	ABO	1	5	✓	✓	✓	✓	Consultation with BSEM students having social and academic concerns.
PI 2	Number of students who have availed of guidance and counselling services	ABO	7	10	✓	✓	✓	✓	BSEM graduating students RE: academic concern
PI 3	Number of students awarded scholarship and grants & thesis supports	MMB	1	2	✓	✓	✓	✓	MS Students: Almencion, K. (GTA); Pelinio, L. (Thesis support-Zoological Society of London (ZSL))
PI 4	Number of best practices on students services implemented	MMB	1	5	✓	✓	✓	✓	1) Incorporating student thesis as part of research project deliverables; (2) Utilizing international collaborators in accessing published research articles in peer-reviewed journals; (3) Mentoring students in writing and publishing of research outputs in peer-reviewed journals; (4) Required students (particularly with thesis support) to present and submit their thesis outline and manuscript to funding agency; (5) Encourage and facilitate students to participate in Phi Delta Best Thesis Competition

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					Q ¹	E ²	T ³	A ⁴	
ITEEM MFO 6	Archive Services								
PI 1	Percentage increase in the number of students, faculty and staff availing the archive services	EBG, NMA	75%	90%	4	4	4	4	Most of the students who visit and avail library services are graduating/ conducting their thesis
PI 2	Number of best archive practices introduced which increase demand to avail of its services	EBG, NMA	1	2	✓	✓	✓	✓	(1) Free WIFI connection for students writing thesis outline and manuscript; (2) regular updating of book catalog
ITEEM MFO 7	Program and Institutional Accreditation Services								
PI 1	Number of degree programs which passed accreditation/evaluation	MMB	2	2	4	4	4	4	MSTREC (AACUP Level II); recommended by CHED for RQAT evaluation BSEM (AACUP Level II) BSES - passed CHED RQAT evaluation and with COPC
UMFO 5	GENERAL ADMINISTRATION AND SUPPORT								
PI 1	Number of admin and research staff hired	MMB	1	2	✓	✓	✓	✓	Casual Position: <u>Admin Aide I</u> Benitez, C. Project-based Position: <u>Research Aide</u> Longatang, P.
PI 1	Number of faculty/staff supervised and monitored (including project based staff)	HRM, MMB, JOP, ABO,HRM	5	44	✓	✓	✓	✓	MMB (20) Aure, Alkuino, Benitez, Longatang, Gorre, Pogosa, Orias, Bastasa, Dela Cruz, Elizear, Chu, Maarat, Gonzales, Matinao, Almencion, Romo, Camacho, Ceniza, Gundemaro, Galgo HRM (5) Baroto, Resma, Fiecas, Vidal, Capin JOP (13) Almeroda, Bagarinao, Tabaranza, Tabaranza, Gopio, Bancali, Romero, Romero, Escabarte, Dolomen R., Dolomen R., Isaac, Bagarinao ABO (2) Matinao G., Matinao N. HRM (4) Bayron, Daganzo, Pagauna, Timkang
PI 2	Number of management meetings conducted/attended	ITEEM faculty/staff	3	6	✓	✓	✓	✓	ITEEM and CFES staff meetings
PI 3	Number of documents evaluated and approved	MMB	100	300	✓	✓	✓	✓	
PI 4	Number of academic lecture/ laboratory rooms maintained	ASB, NMA, ABO	1	12	✓	✓	✓	✓	Bastasa (2) ITEEM main building; Alkuino (2) Aquatic Ecosystems Division (Marine Laboratory Building, Library and Hatchery); Orias (4) Terrestrial Ecosystems Division
PI 5	Number of equipment/vehicle maintained	NMA, JOP, ABO, COA	5	35	✓	✓	✓	✓	Aure Canter; Orias oven, analytical balance, data logger, light meter, digital balance (2 unit), megaphone (2 unit)

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					Q ¹	E ²	T ³	A ⁴	
									Pogosa GPS (2 unit), LCD, Refrigerator (2) Alkuino Microscope, SCUBA air compressor, Depth sounder, Magnetic stirrer, GPS, Refractometer, SCUBA tank, BCD, Regulator, Slate board, Analytical balance, Rubber boat, Current meter, Secchi disc, Transect tape, DO meter, Underwater camera, Muffle furnace, Oven, Refrigerator, Fumehood, Outboard engine, MSF, grab sampler, Hand corer
PI 6	Area of lawn and demonstration farms maintained	ASB, NMA, JOP, ABO	3	64.57	↗	↗	↗	↗	Bastasa (0.1 ha) ITEEM main building lawn; Alkuino (0.25 ha) Aquatic Ecosystems Division lawn including fish pond; Pogosa (45 ha) Terrestrial Ecosystems Division lawn and nursery (1 ha), Nature Park (33.85 ha), Rainforestation Demonstration Farm (7.25 ha), Arboretum (1 ha), Climate-smart agroecological production system demo farm (1.9 ha), dipterocarp germplasm (1.9 ha); Sustainable Agriculture and Natural Resource Management Learning Site in Cabucgayan, Biliran (5.22 ha); Orias Inopacan Long-term Research Plots (14 ha)
PI 7	Number of seedlings raised	MMB	1,000	35,000	↗	↗	↗	↗	
PI 8	Number of tilapia fingerlings produced	HRM	250	32,415	↗	↗	↗	↗	
PI 9	Number of office and laboratory equipment purchased	MMB, HRM	2	2	↘	↘	↘	↘	2 unit grasscutter
PI 10	Number of office/training facilities/equipment maintained per week	ITEEM faculty/staff	10	50	↗	↗	↗	↗	ITEEM Main Office: Desktop Computer (4 units); Aircon (5 units); refrigerator (1 unit); printer (7 units); water dispenser (1 unit); photocopier machine (1); LCD projector (2 units); electric fan (3 units); WIFI router, telephone (3 units), percolator (1 unit), coffeemaker (1 unit) TED: digital balance (2 units), indoor data logger (2 units), megaphone (2 units), GPS (3 units), grasscutter (3 units), camera (1 unit), oven (1 unit), refrigerator (1 unit), analytical balance (1 unit), light meter (1 unit), electric fan (3 units), wall fan (4 units), percolator (1 unit) AED: Microscope, SCUBA air compressor, Depth sounder, Magnetic stirrer, GPS, Refractometer, SCUBA tank, BCD, Regulator, Slate board, Analytical balance,

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accomplishment	Rating				Remark
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									Rubber boat, Current meter, Secchi disc, Transect tape, DO meter, Underwater camera, Muffle furnace, Oven, Refrigerator, Fumehood, Outboard engine, MSF, grab sampler, Hand corer
PI 11	Number of university committees/boards/council chaired & coordinated	ITEEM faculty/staff	5	9	4	4	4	4	(1) Tree Management and Conservation Committee; (2) Environmental and Anti-Mining Advocacy Team; (3) Land Use and Development Committee; (4) Mt. Pangasugan Biodiversity Center; (5) Committee on R, D & E; (6) Committee on Information, Education & Communication; (7) Committee on Instructional Programs; (8) Curriculum Committee; Committee on Sports and Socio-Cultural
PI 12	Percentage of apparatus/equipment maintained	NMA, JOP, ABO	50%	80%	4	4	4	4	
PI 13	Number of College policies, protocols, guidelines/procedures made, approved and implemented	MMB	1	4	5	5	5	5	(1) Guidelines in using laboratory equipment and facilities for faculty and staff (2) Guidelines in using research equipment and facilities for students conducting thesis (3) Biometrics for permanent employees and logbook for Job Order and project-based employees (4) Guidelines in conducting overtime by faculty and staff
PI 14	Number of frontline services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously	MMB	1	8	5	5	5	5	(1) Facilitate during student enrollment (2) Follow-up and update concern students on academic deficiency and requirements prior to graduation (3) Facilitate students to guidance counseling as need arises (4) Training and technical expert services (5) Regular monitoring & evaluation of stakeholders and adopters in relation to rainforestation and fish sanctuary establishment (6) Facilitate the requirement for visiting professor/researcher and exchange students (7) Facilitate the preparation and approval of MOA/MOU (8) Facilitate cross visits of university stakeholders and partners in relation to

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Q ¹	E ²	T ³	A ⁴	
									biodiversity conservation, natural resource management and environmental protection
PI 15	Zero percent complaint from clients served	ITEEM faculty/staff	100%	100%	✓	✓	✓	✓	
PI 16	Best practices/new initiatives implemented	MMB, JOP, HRM, ABO	1	14	✓	✓	✓	✓	Instruction (1) Incorporating student thesis as part of research project deliverables; (2) Utilizing international collaborators in accessing published research articles in peer-reviewed journals; (3) Mentoring students in writing and publishing of research outputs in peer-reviewed journals; (4) Required students (particularly with thesis support) to present and submit their thesis outline and manuscript to funding agency (5) Encourage students to conduct their thesis in line with existing research projects Research (1) Establishment of long term research plots (i.e., Growth Performance of Native Trees and Tree-Soil-Micro-organism Interaction; Monitoring of Fish Population and Diversity within Fish Sanctuaries and etc) (2) Monitoring and evaluation of RF sustainability using Response-Inducing Sustainability Evaluation (RISE) Tool (3) Mentoring of LGU field staff and encourage cost-sharing arrangements with Local Government Units and people's organization (4) Feedbacking of research results to project stakeholders Extension (1) Exposed BSEM/BSES and MSTREC students to community-based extension activities in relation to environmental conservation (2) Documenting and publishing of local knowledge in biodiversity conservation (3) Encourage family membership and valuation of labor inputs as capital build up to sustain alternative livelihood activity (4) Utilization of research outputs and matured technology to ensure effective and efficient extension services

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Q ¹	E ²	T ³	A ⁴	
									Administration (1) Tapping and prioritizing all available human resources (from different projects) to enhance understanding, knowledge and skills of all ITEEM faculty and research staff in the implementation of any projects and delivery of extension services
Total Over-all Rating					4.71	4.71	4.71	4.71	
Average Rating									
Adjectival Rating					0	0	0	0	

Received by:



DILBERTO O. FERRAREN

Planning Office

Date: _____

Calibrated by:

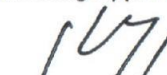


REMBERTO A. PATINDOL

Chairman, PMT

Date: _____

Recommending Approval:



BEATRIZ S. BELONIAS

Vice Pres. for Instruction

Date: _____

Approved:



EDGARDO E. TULIN

President

Date: _____

1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average