



Department of Biological Sciences
COLLEGE OF ARTS AND SCIENCES
VISAYAS STATE UNIVERSITY

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, ANALYN M. MAZO, Head of the Department of BIOLOGICAL SCIENCES, 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 2021.

ANALYN M. MAZO
Department Head

Date:

MA. THERESA P. LORETO
College Dean

Date:

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

RDE Commitments***

Personnel	Number	Min. FTE (2)	Research	Publication	Extension
Department Head	1	14.1	3.0	1	1
Faculty w/ Univ. Designated Position	1	6.4	2.0	1	0
Regular Faculty (VSL)*	11	179	21.0	3	4
Regular Faculty (TLS)*	8	167	0.0	0	0
Part time Faculty	3	163	0.0	0	0
Admin Staff Members	5				
		529.95	26.0	5	5

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

vote:

* 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		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												

% weight

	On-line ready courseware		RMRM	1	100.00%	1/1	5	5	4	4.667		
	Flexible instructional materials											
	Assessment tools											
	Syllabus		BSB	1	200.00%	2/1	5	5	4	4.667	Syllabus in Biol 215 and Biol 217	
	PI 10: Number of virtual classrooms created and operationalized		BSB, RDP, BLAR, RMRM, HVO	4	100.00%	5/5	5	5	5	5	Botn 215, Botn 217, Biol 205, Biol 227	
MFO 2	HIGHER EDUCATION SERVICES (50%)											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		Dept. Head & Faculty	NA								7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	80%	118%	95/80	5	5	5	5	Of the 47 graduates, 2 cannot be contacted, but 44 are employed and 1 is currently pursuing graduate studies.	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		Dept. Head & Faculty	BSBio-100; BS Marine Bio-50	BSBio - 144%; BS Mar Bio- 112%	BSBio - 142; BS Marine Bio- 56	5	5	5	5	BS Bio=142/100; BS Marine Bio=56/50	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty	50%	100%	50/50	5	5	5	5	DBS offers BS Bio and BS Marine Bio. BS Bio is for Level IV evaluation but BS Marine Biology is not yet eligible to undergo AACUP accreditation because it is a new program offering and no graduates yet are produced.	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		Dept. Head & Faculty	100	526.00%	526.21/100	5	5	5	5		20%
	PI 8: Number of students advised: *		Dept. Head & Faculty									
	On thesis/ field practice/special problem		Dept. Head & Faculty	30.00	1.00	30/30	5.0	5.0	5.0	5.0		1%

	No. of approved manuscript submitted within prescribed period											1%
	On consultation (academic adviser)		Dept. Head & Faculty	100	204.00%	204/100	5.0	5.0	5.0	5.0	204 students advised/100 target	0.5%
	PI 9: Number of student organizations advised/ assisted *		Dept. Head & Faculty									
	Student organizations advised			1	200.00%	2/1	5.0	5.0	5.0	5.0	Advise OBioS and CAS-SSC =2	1.25%
	Student organizations assisted on student related activities			1	100.00%	1/1	5.0	5.0	5.0	5.0	Assisted CAS-SSC in implementing student related activities during the CAS-Month; Participated during the BioWeek Celebration (part of the committee)-EKS	1.25%
	PI 10: Number of instructional materials developed *		EKLS Dept. Head & Faculty									10%
	On-line ready courseware		Dept. Head & Faculty	10	380.00%	38/10	5.0	5.0	4.0	4.7	AMM-1, JCE-3, HVO-4, KMR-4, SAC-5, RDP-3, EOB-3, DNM-3, RMM-3, DMG-4, RJPD-3, HRM-1	
	Flexible instructional materials		Dept. Head & Faculty									
	Assessment tools (long quiz, exams, problem sets)		Dept. Head & Faculty	5	180%	9/5					Long exam, quiz, assignment, oral exam, critiquing, report writing, video making, assignment	
	PI 10: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	10	380.00%	38/10	5.0	5.0	5.0	5.0	AMM-2, JCE-4, HVO-4, KMR-4, SAC-5, RDP-1, EOB-2, DNM-3, RMM-2, DMG-4, RJPD-3, HRM-1	
	PI 11: Additional Outputs		Dept. Head & Faculty									
	Number of workshops attended related to instruction		Dept. Head & Faculty									
	Number of syllabus made/revised		Dept. Head & Faculty	5	360.00%	18/5	5.0	5.0	4.0	4.7		
MFO 3	RESEARCH SERVICES (10%)											
	PI 1: Number of research outputs in the last three (3)- years utilized by the industry or by other beneficiaries *		Dept. Head & Faculty									2%
	PI 2: Number of research outputs completed/conducted within the year *		Dept. Head & Faculty	10	260.00%	26/10	5.0	5.0	4.0	4.7	Please see attached list	2%

[illegible]

PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *		Dept. Head & Faculty									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	85	118.00%	100/85	5.0	5.0	5.0	5.0		0.75%
PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *		Dept. Head & Faculty									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	0	100.00%	0	5.0	5.0	5.0	5.0	Zero non-conformity (No NC)	2.50%
MFO General Admin. & Support Services (GASS)											
PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	1	2.00						July-December accomplishment	1%
PI 2. Zero percent complaint from clients served		Dept. Head & all faculty & staff									2%
PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	1	1.00							
PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	1	100.00%	1/1	5.0	5.0	5.0	5.0		
PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	6	167.00%	10/6	5.0	5.0	5.0	5.0	Conducted regular monthly meeting and special meetings	
PI 3: 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			142.000	
Average Rating			4.897	
Adjectival Rating			Outstanding	

Received by:



DILBERTO O. FERRAREN

Planning Office

Date: 18/2/22

Calibrated by:



DANIEL LESLIE S. TAN

Chairman, PMT

Date: 2/14/22

Recommending Approval:



BEATRIZ S. BELONIAS

Vice Pres. for Academic Affairs

Date: 2/10/22

Approved:



EDGARDO E. TULIN

President

Date: 2/18/22

- * 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

2021 List of Publications of DBS Faculty

Title	Author	Publisher
Avicennia Genetic Diversity and Fine-Scaled Structure Influenced by Coastal Proximity of Mangrove Fragments	Ludwig Triest Alieza Del Socorro Vincent Jay Gado Analyn Mazo Tim Sierens	Frontiers in Marine Science
Scleractinian corals in EDGE and IUCN Red list of Threatened species in selected areas of Camotes Sea, Central Philippines	Jayson G. Tuang-tuang Senona A. Cesar Humberto R. Montes, Jr.	International Journal of Biosciences (IJB) 18 (4):159-163
Melanomacrophage Centers in Nile Tilapia (<i>Oreochromis niloticus</i> L.) as Biomaker for Carbamate Exposure	Ris Menoel R. Modina Jefferson Marteja	Journal of Environmental Science and Management 24-1: 25-35 (June 2021) ISSN 0119-1144
Genomic signatures of spatially divergent selection at clownfish range margins	Rene D. Clark Matthew L. Aardema Peter Andolfatto Paul H. Barber Akihisa Hattori Jennifer A. Hoey Humberto R. Montes Malin L. Pinsky	Proceeding of Royal Society B 288: 20210407
Effects of salinity and light conditions on the survival of brown seaweed <i>Sargassum ilicifolium</i> (Turner) C. Agardh during early development	A R E De Cruz A E De Cruz Julissah C. Evangelio Humberto R. Montes	IOP Conf.Ser.:Earth Environ.Sci. 756012027 doi: 10.1088/1755-1315/756/1/012027
Effects of salinity and light conditions on the survival of brown seaweed <i>Sargassum ilicifolium</i> (Turner) C. Agardh during early development	Tito Cachero Beatriz S. Belonias	Annals of Tropical Research
Heavy metal tolerance of filamentous fungi from the sediments of Visayas State University wastewater pond	Jayzon G. Bitacura Richie Mar Eliseo	Annals of Tropical Research
Persistence of a reef fish metapopulation via network connectivity: theory and data	Allison G. Dedrick Katrina A. Catalano Michelle R. Stuart J.Wilson White Humberto R. Montes Malin L. Pinsky	Ecology Letters Volume 24, Issue 6 June 2021 Pages 1121-1132

Draft Genome Sequence of the Phosphate-Solubilizing Rhizobacterium Burkholderia pseudomultivorans Strain MPSBI, Isolated from a Copper Mined-Out Site	Berna Lou L. Regis Kristel Mae P. Oliveros Cherry Ibarra Romero Asuncion K. Raymundo Nelly S. Aggangan Teofila O. Zulaybar Alber Remus R. Rosana	American Society for Microbiology
Rapid Profiling of Saponin Extracts from <i>Stichopus horrens</i> Sea Cucumbers by Mass Spectrometry	Rafael Junnar Dumalan	Philippine Journal of Science 150 (4): 601-609

List of Research Conducted by DBS Faculty

Research Title	Researcher	Funding Agency	Budget	Year
Program: Marine Biodiversity Conservation in Camotes and Cuatro Islands, Camotes Sea, Central Philippines for Sustainable Marine Economy	PL: Humberto R. Montes, Jr.	CHED DARE TO Grant Aid	PhP 10,000,000	2018-2021
Project Title 1: Assessment of Biodiversity and Socio-economy of the Marine Resources in Camotes Sea and Cuatro Islands	PL: Humberto R. Montes, Jr.			
Studies				
1. Mangroves of Camotes and Cuatro Islands	Analyn Mazo			
2. Seagrasses and Seaweeds of Camotes and Cuatro Islands	Humberto Montes Jr.			
3. Coral Resources of Camotes and Cuatro Islands	Senona Cesar			
4. Macroinvertebrates of Camotes and Cuatro Islands	Ris Menoel Modina			
5. Plankton and Meiofauna of Camotes and Cuatro Islands	Jayzon Bitacura			
6. Fishes and Large Marine Vertebrates of Camotes and Cuatro Islands	Art Russel Flandez/Julissah C. Evangelio			
7. Genetic Diversity of Economically Important Marine Resources of Camotes and Cuatro Islands	Jayzon Bitacura			
Project Title 2: Conservation and Utilization of Marine Resources In Camotes and Cuatro Islands	PL: Analyn Mazo			

Studies <ol style="list-style-type: none"> 1. Assessment of Tourism Industry in Camotes and Cuatro Islands 2. Assessment and Utilization Marine Products in Camotes and Cuatro Islands 3. Assessment of Marine Protected Areas in Camotes and Cuatro Islands 	CTU Faculty & Analyn Mazo CTU Faculty Humberto Montes Jr. & CTU Faculty				
Biological and Socio-ecological Characterization of Major River Systems in Leyte Studies <ol style="list-style-type: none"> 1. Algal communities in major River Systems in Leyte 2. The Riparian Flora of the major River Systems in Leyte 3. Bacteriological Quality of the Water and sediments of the Major River Systems in Leyte 4. Freshwater Plankton in Major River Systems in Leyte 5. Freshwater Fishes of the Major River Systems in Leyte 6. Benthic Macroinvertebrates in Major River Systems in Leyte 	PL: Beatriz Belonias Eunice Kenée Serino Beatriz Belonias Jayzon Bitacura Eunice Kenée Serino Art Russel Flandez Analyn Mazo	VSU		PhP 300,000	2018
Project: Biodiversity of Marine Flora and Fauna in Artificial Reefs of Baybay City and Selected Municipalities of the 5th District of Leyte (research cum extension) Studies	PL: Humberto R. Montes, Jr.	5th Congressional District of Leyte, LGUs and VSU		PhP 348,040.00	2018

<ol style="list-style-type: none"> 1. Species composition, abundance and succession of invertebrates (including meiofauna) in ARs 2. Species composition, abundance and succession of fishes in ARs 3. Species composition, abundance and succession of corals in ARs 4. Species composition, abundance and succession of seaweeds and seagrasses in ARs 	<p>Julissah Evangelio</p> <p>Art Flandez</p> <p>Senona Cesar</p> <p>Humberto Montes Jr.</p>			
Understanding the Societal Knowledge, Attitude and Practices on Long-tailed Macaques and their habitats in Selected Tourist Areas in Mindanao and Leyte Islands	<p>Ris Menoel R. Modina</p> <p>Fretzeljane O. Pogado</p> <p>Crislin Cruz</p>	DOST-NRCP	P1,876,304.80	2021
Characteristics, Mineral Stresses and Management of Acid Soils for Sustainable Crop Production <ol style="list-style-type: none"> 1. Morpho-anatomical and Physiological Responses and Adaptations of Selected Crops to Mineral Stresses in Acid Soils 	Beatriz Belonias	VSU-IP-2021-2	Y1 – 1,732,560.00 Y2 – 1,902,560.00	2021
Biodiversity Conservation and Management Program of Mt. Pangasugan (BIO-CAMP)	<p>PL: Dennis Peque</p> <p>Honeylene Ongy</p>	VSU-IP-2021-10 GAA-VSU-IP-2021	PhP 1,161,360.00	2021
Studies <ol style="list-style-type: none"> 1. Floristic Inventory of Vascular Epiphytes in Mt. Pangasugan, Baybay City, Leyte, Philippines. 				

2. Inventory of Land Snails and Slugs in Mt. Pangasugan, Baybay City, Leyte	Fretzeljane Pogado			
3. An Updated Checklist of Reptiles in Mt. Pangasugan	Ris Menoel Modina			
4. Survey of Lichens in Mt. Pangasugan, Baybay City, Leyte	Eunice Kenec Seriño			
5. Enumeration of Mosses in Mt. Pangasugan, Leyte, Philippines	Ern Oliver Balondo			