

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 indicates the period July December 2024 measures for the period July-December 2021.

ANALYN M. MAZO Department Head

TOTAL

MA. THERESA P. LORETO

RDE Commitments***

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE): Number Min. FTE (2) Personnel Publication Research Extension Department Head 14.1 3.0 Faculty w/ Univ. Designated Position 6.4 2.0 0 Regular Faculty (VSL)* 179 3 21.0 Regular Faculty (TLS)* 167 0.0 0 0 Part time Faculty 163 0 0.0 0 **Admin Staff Members** 529.95 26.0 5

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

Vote:

** 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)

					Ac	tual		F	Rating		
MFO No.		Success/Performance Indicator (PI)	Units/Person s Responsible	Target	nlishment	Accom-	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted outputs indicators with *)
MFO 1	ADVANCED EDU	ICATION SERVICES (20%)									
	OVPI MFO 1. G	raduate Degree Program Management Services									

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

4	PI 1 Per	centage of graduate school faculty engaged in	Dept. Head & Graduate									T
		work applied in any of the following:	Faculty									49
	a.	pursuing advanced research degree program (Ph.D) *	CCBatistel, BLARegis, SACesar & RDPoliquit	10%	307.00%	4 over 13 grad faculty	5	4	4	4.333	10% of 13 is 1.3 only	
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	Dept. Head & Graduate Faculty	70%	111.00%	10 of 13 graduate faculty are involved in research	5	5	4	4.667	70% of 13 is 9 only	
	C.	producing technologies for commercialization or livelihood improvement										
	d.	whose research resulted in an extension program										
OVPI	MFO 2. G	raduate Student Management Services										
	ercentage programs	of graduate students enrolled in research	Dept. Head & Faculty									2%
PI 2: P	ercentage	of accredited graduate programs *	Dept. Head & Faculty									2%
monito	red *	graduate degree specializations offered and	Dept. Head & Faculty	2	100.00%	2/2	5	5	5	5	MS Botany, MEd major in Biology (Offers Biology major subjects)	2%
PI 4:	Total FTE	coordinated, implemented & monitored*	BSB, HVO, BLAR,HRM,	5	210.00%	10.5/5	5	5	5	5.00	10.5 over the target 5	2%
PI 5: Fenrolle		increase in number of graduate students	Dept. Head & Faculty									2%
	Percentage prescribed	period *	Dept. Head & Faculty									2%
	Number of s/distinction	graduate students awarded with	Dept. Head & Faculty									2%
PI 8:	Number of	graduate students advised *	Dept. Head & Faculty	10	230.00%	23/10	5	5	5	5	Accomplishment is 23 over the target which is only 10	2%
PI 9: N	lumber of i	nstructional materials developed *	Dept. Head & Faculty									

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	On-line ready courseware	R	MRM	1	100.00%	1/1	5	5	4	4.667		
	Flexible instructional materials											
	Assessment tools											
	Syllabus	В	SB	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	B B	SB, RDP, LAR. RMRM, VO	4	100.00%	5/5	5		5		Botn 215, Botn 217, Biol 205, Biol 227	
AFO 2	HIGHER EDUCATION SERVICES (50%)											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	100	ept. Head & aculty	NA								7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *		ept. Head &	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 *	100	ept. Head &	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 *		ept. Head &	-	4000	50/50					DBS offers BS Bio and BS Marine Bio. BS Bio is for Level IV evaluation but BS Marine Biology is not yet illigible to undergo AACCUP accreditation because it is a new program offering and no graduates yet are produced.	2.5%
	DIE TAILETE		ept. Head &	50%	100%	50/50	5	5	5	5	graduates yet are produced.	
	PI 5: Total FTE, coordinated, implemented and monitored *	F	aculty	100	526.00%	526.21/100	5	5	5	5		20%
	PI 8: Number of students advised: *		ept. Head & aculty									
	On thesis/ field practice/special problem		ept. Head & aculty	30.00	1.00	30/30	5.0	5.0	5.0	5.0		1%

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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	EKLS	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 *	Dept. Head & Faculty									10%
On-line ready courseware	Dept. Head & Faculty Dept. Head &	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,	
Flexible instructional materials	Faculty								RMM-3, DMG-4, RJPD-3, HRM-1	
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		
NFO 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%

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	PI 3. Percentage of research outputs published in internationally- referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty	4	100.00%	4/4	5.0	5.0	5.0	5.0	Please see attached list	
	In refereed int'l journals										1.50%
	In refereed nat'l/regional journals										0.50%
	PI 4. Number of research outputs presented in regional/national/int'l fora/conferences *	Dept. Head & Faculty	Control Paradiagnosia								
14	In int'l fora/conferences										1.50%
	In nat'l/regional fora/conferences	JGB et.al./HRM et .al.									0.50%
	In institutional conferences/forum	AMM, SAC, FOP, RMRM, JCE, JGB, BSB, ARRF									
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty									0.5%
	PI 6. Additional outputs*	Dept. Head & Faculty			-						
	No. of research-related awards (research conducted by faculty or student w/ faculty)	BS Belonias, AMMazo, EKLSerino, JZBitacura, ARRFlandez	0	1.00	100	5.0	5.0	5.0	5.0	Research awarded as Best RDE Poster (4th Place) during the 33rd Joint ViCARP and RRDEN Regional Research, Development, Extension and Innovation Symposium (Biological Characteriszation of Sibugay River, Albuera, Leyte	1.50%
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 *	HRM & Extension component leaders	2	2.00	4/2	5.0	5.0	5.0	5.0	DENR, BFAR, LGU-5th district of Lyete, PASAR	2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty									2%

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	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty									2%
	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									1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty				T					1%
	Research Mentoring										
	Peer reviewers/Panelists					1					+
	Resource Persons		T			T					
	Convenor/Organizer					+					1
	Consultancy	Faculty	1	100%	1/1					Engagement with DENR Region	1
	Evaluator										
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty				+					0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty									
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *										1.5%
MFC	Support to Operations										
	OVPI MFO 1. Faculty Development Services										1
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	SAC, RDP, CCB, BLAR	4	100.00%	4/4	5.0	5.0	4.0	4.7		0.625%
	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	5	1.20	6 over 5	5.0	5.0	5.0	5.0		0.125%
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty									0.25%

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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%
Pl 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 *	100000								explain here briefly why consider said department practice can be considered as a best practice	2%

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Total Over-all Rating	142.000
Average Rating	4.897
Adjectival Rating	Outstanding

Received by:

DILBERTO O. FERRAREN

Calibrated by:

DANIEL LESLIE S. TAN

Recommending Approval:

BEATRIZ S/BELONIAS

Vice Pres for Academic Affairs Date: 2/0/22

Approved:

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-tua Senona A. Cesar Humberto R. Montes Jr.	Journal of
Melanomacrophage Centers in Nile Tilapia (<i>Oreochromis</i> <i>niloticus</i> L.) as Biomaker for Carbamate Exposure	Ris Menoel R. Modii Jefferson Marteja	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. Pinksky	Proceeding of Royal Society B 288: 20210407
Effects of salinity and light conditions on the survival of brown seaweed Sargassum ilicifolium (Turner) C. Agardh during early development	ARE De Cruz AE De Cruz Julissah C. Evangel Humberto R. Montes	
Effects of salinity and light conditions on the survival of brown seaweed Sargassum ilicifolium (Turner) C. Agardh during early development	Tito Cachero Beatriz S. Belonias	Annals of Tropical Research
Hearvy 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. Monte 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 Stichopus horrens Sea Cucumbers by Mass Spectrometry	Rafael Junnar Dumalan	Philippine Journal of Science 150 (4): 601-609

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DEPARTMENT OF BIOLOGICAL SCIENCES

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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	Analyn Mazo			
and Cuatro Islands 2. Seagrasess and Seaweeds of Camotes and Cuatro Islands	Humberto Montes Jr.			
Coral Resources of Camotes and Cuatro Islands	Senona Cesar			
Macroinvertebrates of Camotes and Cuatro Islands	Ris Menoel Modina			
 Plankton and Meiofauna of Camotes and Cuatro Islands 	Jayzon Bitacura	6		
 Fishes and Large Marine Vertebrates of Camotes and Cuatro 	Art Russel Flandez/Julissah C. Evangelio			
Islands 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			



Management System ISO 9001:2015

Vision: Mission: A globally competitive university for science, technology, and environmental conservation. Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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Studies 1. Assessment of Tourism Industry in Camotes and Cuatro Islands 2. Assessment and Utilization Marine Products in Camotes and Cuatro Islands	CTU Faculty & Analyn Mazo CTU Faculty			
3. Assessment of Marine Protected Areas in Camotes and Cuatro Islands	Humberto Montes Jr. & CTU Faculty			
Biological and Socio- ecological Characterization of Major River Systems in Leyte	PL: Beatriz Belonias	VSU	PhP 300,000	2018
Studies 1. Algal communities in major River Systems in Leyte	Eunice Kenee Serino			
2. The Riparian Flora of the major River Systems in Leyte3. Bacteriological Quality	Beatriz Belonias			
of the Water and sediments of the Major River Systems in Leyte 4. Freshwater Plankton in	Jayzon Bitacura Eunice Kenee			
Major River Systems in Leyte 5. Freshwater Fishes of	Serino Art Russel Flandez			
the Major River Systems in Leyte 6. Benthic Macroinvertebrates in Major River Systems in Leyte	Analyn Mazo			
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)	PL: Humberto R. Montes, Jr.	5th Congressional District of Leyte, LGUs and VSU	PhP 348,040.00	2018
Studies				



Species composition, abundance and succession of invertebrates (including meiofauna) in ARs	Julissah Evangelio			
Species composition, abundance and succession of fishes in ARs	Art Flandez			
3. Species composition, abundance and succession of corals in ARs	Senona Cesar			
Species composition, abundance and succession of seaweeds and seagrasses in ARs	Humberto Montes Jr.			
Understanding the Societal Knowledge, Attitude and Practices on Long-tailed Macaques and their habitats in Selected Tourist Areas in Mindanao and Leyte Islands	Ris Menoel R. Modina Fretzeljane O. Pogado Crislin Cruz	DOST-NRCP	P1,876,304.8 0	2021
Characteristics, Mineral Stresses and Management of Acid Soils for Sustainable Crop Production 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)	PL: Dennis Peque	VSU-IP-2021- 10 GAA-VSU-IP- 2021	PhP 1,161,360.00	2021
Studies 1. Floristic Inventory of Vascular Epiphytes in Mt. Pangasugan, Baybay City, Leyte, Philippines.	Honeylene Ongy			



2.	Inventory of Land	Fretzeljane	
Pa	Snails and Slugs in Mt.	Pogado	
	Pangasugan, Baybay		
	City, Leyte		
	An Updated Checklist	Die Mangel	
	of Reptiles in Mt.	Ris Menoel Modina	
	Pangasusan	Iviouma	
4.	The second second	Eunice Kenee	
	Mt. Pangasugan,	Seriño	
	Baybay City, Leyte		
5.	Enumeration of Mosses	Ern Oliver	
	in Mt. Pangasugan,	Balondo	
	Leyte, Philippines		