



## **REGIONAL CLIMATE CHANGE**

## RESEARCH & DEVELOPMENT CENTER

Visayas State University Visca, Baybay City, Leyte 6521-A Philippines Trunkline Number: +63 565 0600 Local: 1095 Email: climate.change@vsu.edu.ph Website: www.vsu.edu.ph

## OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, DENNIS P. PEQUE, Director of the Regional Climate Change Research and Development Center, commits to deliver and agree

on the attainment of the following targets in accordance with the indicated measures for the period January - June 2023.

DENNIS P. PEQUE RCCRDC Director

Date: July 6, 2023

RDF Commitments\*\*\*

MARIA JULIET C. CENIZA 17 123

Vice President for Research, Extension and Innovation

Date:

INFORMATION ON PERSONNEL	FULL-TIME	TEACHING	EQ	UIV	ALENT	(F	TE):	
				7.23				

Driver (Designated, rated at PPO) TOTAL:	1		0%			
	1	U	0%	U	U	U
Semi-skilled Worker (JO), Ext'n. Proj.	3	0	00/	0	0	0
Messenger/Landscape Bldg. Maintenance(JO)	1	0				
Messenger/Utilityman (JO)	1	0				
Science Research Assisstant (JO), Ext'n. Proj.	2	0	0%	0	0	0
Science Research Assisstant (JO), Res. Proj.	1	0	0%	0	0	0
Administrative Staff /Clerk (JO)	1	0	0%	0	1	0
Director (Designated, rated at DFS)	1	0	0%	1	0	
Personnel	Number (1)	Min. FTE (2)	Total FTE (1x2,	Research	Publication	Extension
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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 determined based on FTE of 18 units

Note: No organic Staff.

				Ac	tual		R	ating	3			
MFO No.	Success/Performance Indicator (PI)	Units/ Persons Responsible	Unit/ Department Target	% Accom- plishment	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with *)	% weight	
MFO 3	RESEARCH SERVICES (10%)											

<sup>\*\*</sup> On Teacher's Leave status. Minimum FTE required is 18 units

<sup>\*\*\*</sup> Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (UMFO 3) and extension (UMFO 4)

				Ac	tual		R	ating	]		
MFO No.	Success/Performance Indicator (PI)	Units/ Persons Responsible	Unit/ Department Target	% Accom- plishment	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with *)	% weight
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Director, Researchers, & Staff	2	100.00	2	5	5	5	5.0	LGUs' Climate Change Adaptive Capacity in Climate- Prone and Vulnerable Areas in Eastern Visayas, On- Campus Climate-Smart Upland Agroforestry Demonstration Farm Training and Research Facilities	2%
	PI 2. Number of research outputs completed within the year *	Director, Researchers	1	100.00	1	5	5	4	4.7	LGUs' Climate Change Adaptive Capacity in Climate- Prone and Vulnerable Areas in Eastern Visayas	2%
	PI 3. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year (2%) *  In refereed int'l journals										
	In refereed nat'l/regional journals										
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Director, Researchers	1	100	1	5	5	5	5.0		1.50%
	In int'l fora/conferences				1				-	Workshop on Protected Areas for Nature Conservation in Kruger National Park South Africa	
8	In nat'l/regional fora/conferences										
	PI 5. Percent of research proposals approved *	Director & Researchers	1	30.00	0.30	2.0	1.0	1.0	1.3	Research Proposal draft	0.5%
	PI 6. Additional outputs*										
	Number of student research assisted/facilitated	Director, Researchers	1	1,400	14	5	5	5	5.0	Assisted ten (10) BSForestry, one (1) International MS Forestry student, three (3) MS Forestry Students	0.5%
	Number of newly installed RE technology with student collaboration										

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MFO No.	Success/Performance Indicator (PI)	Units/ Persons Responsible	Unit/ Department Target	% Accom- plishment	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with *)	% weight	
	No. of research-related awards (research conducted by faculty or student w/ faculty)											
MFO 4	EXTENSION SERVICES (10%)											
	<u>PI 1</u> . Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Director, Researchers, & Staff	4	125	5	5	5	5	5.0	Maintained partnerships with 1 NGO, 1 local LGU and 3 BLGU partnership	2%	
	PI 2. Number of trainees weighted by the length of training *	Director, Researchers, & Staff	1	-							2%	
	Pl 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Director, Researchers, & Staff	1	400	4	5	5	5	5.0	Maintained connections with the 3 BLGU Sabang, Jaena & Punta on Rehabilitaion of Mangroves projects, Climate Justice for Gender- Responsive and Resilient Communities	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*	Director, Researchers, & Staff	70%	-	0						1%	
	PI 5. Number of technical/expert services *			%								
	Research Mentoring	Director and Researchers	1	300	3	5	5	5	5.0	RJAlkuino, ADValida	1%	
	Peer reviewers/Panelists			300	3	5	5	5	5.0	CELESTE Network Workshop, 8th National Agroforestry Congress, Environment Month Celebration of PLGU Maasin, & VSU's 99th Anniversary Farmer's Folk Field Day		

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			Target	Ac	tual		R	ating	]	Remark (Details of the targetted output indicators with *)	
MFO No.	Success/Performance Indicator (PI)	Units/ Persons Responsible		% Accom- plishment	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average		% weight
	Resource Persons	Director and Researchers	1	200.00	2	5	5	5	5.0	Training Workshop on preparing manuscripts for publications, Preparation of Panilahan River Rehabilitation Plan in partnership with LGU Ormoc	1%
	Convenor/Organizer	Director	1	100	1	5	5	5	5.0	Co-organize Climate Jsutice Conference	1%
	Consultancy										
	Evaluator			200	2	5	5	5	5.0	Panel evaluator in In-House Review- Biodiversity & Forestry, Climate Change & DRRM	
	PI 8. Percent of extension proposals approved *	Director, Researchers	1	30	0.30	2.0	1.0	2.0	1.7	Extension proposal draft	0.5%
	PI 11. Additional outputs *										
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *										
	Number of RE demo unit maintained for educational purposes	Director and all Staff	1	200.00	2	5	5	5	5.0	On-Campus Climate-Smart Upland Agroforestry Demonstration Farm Training and Research Facilities, & WoMangroves Site under VSU-CORA Project at BLGU Punta Sabang & Jaena	0.5%
	Number of extension delivery services conducted/ coordinated/ participated: field demo, agri-fair, field days, agri-exhibit, technoforum, techno-festival	Director and all Staff	1	100.00	1	5	5	5	5.0	Conference on Climate Justice for Gender- Responsive and Resilient Communities (March 17, 2023)	1.25%
	Number of clients assisted in agri-fair, walk-in clients, training request, in-house reviews, training and related activities.	Director and all Staff	10	2,000.00	200	5	5	5	5.0	asissted 50 students, 150 participants on Climate Justice Conference, Farmers Folk Field Day, & walk in clients	1.25%
MFO 5	Support to Operations									clients	

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MFO No.	Success/Performance Indicator (PI)	Units/ Persons Responsible	Unit/ Department Target	% Accom- plishment	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with *)	% weight
	OVPI MFO 1. Faculty Development Services										
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *				N/A						
	OVPI MFO 2. Faculty Recruitment/Hiring Servi	ces									
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *				N/A						
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *				1					Climate Justice Conference- co-organize	
	<u>PI 4</u> : Number of seminars/trainings/ conventions/workshops coordinated outside of the university *				2					8th National Agroforestry Congress, & Project Tarsier Consultation Workshop in Catbalogan City	
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *				N/A						
	<u>P16</u> : Number of in-house seminars/trainings/ workshops/reviews conducted *	Director and Researchers	1	100	1	4	4	3	3.7	Co-host in the Conference on Climate Justice for Gender- Responsive and Resilient Communities (March 17, 2023)	0.25%
	PI 7 : Additional outputs *										
	Number of faculty/staff awards/honors received related to operations support										
	Number of in-house seminars/trainings/ workshops/reviews attended	Director and Researchers and Staff	1	300	3	5	5	5		June 20-23 8th National Agroforestry Congress in Kalibo City, Aklan. June 12- 19 Workshop on Protected Areas for Nature Conservation in Kruger National Park South Africa, April 17-21, 2023 VSU Annual In-house Review	0.25%
	OVPI MFO 4. Program and Institutional Accred	litation Service	ces								

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				Ac	tual		R	ating	3		
MFO No.	Success/Performance Indicator (PI)	Units/ Persons Responsible	Unit/ Department Target	% Accom- plishment	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with *)	% weight
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the OVPRIE/Center under ISO 9001:2015*	Director and all RCCRDC Staff	100% compliance	100	100% compliance	5	5	5	5.0	Abrupt response to the customer feedback report on suggestions and comments that need action; Use of standard forms, and; Abrupt action on documents received that used non-standard forms, etc.	2%
MFO 6	General Admin. & Support Services (GASS)										
	PI 1. Submission of Center/Units/ College/Department PPMP for the following year within deadline as prescribed by BAC*	Director and Administrative Staff	3	167	5	5	5	5	5.0	Submitted 4 indicative PPMP 2024 and 1 final PPMP for 2023 within the deadline	1%
	PI 2. Zero percent complaint from clients served	Director and all RCCRDC Staff	100%	100	100%	5	5	5	5.0	Maintained a customer- friendly and efficient service.	2%
	PI 3. Number of coaching sessions among faculty & staff*	Director	2	150	3	5	5	5	5.0	coaching with SRA staff	1.25%
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department /center/units targets*	Director and all RCCRDC Staff	2	50	1	5	5	4	4.7	Conducted both regular and special meetings	1.25%
	<u>PI 5</u> . Number of monthly/special faculty & staff meetings conducted*	Director and all RCCRDC Staff	12	50	6	4	4	4	4.0	Meetings regular and special meetings; regular meetings.	0.5%
	PI 3: Additional Outputs										
	Percentage of OFIs, NCs, and CARs received and acted upon	Director and all RCCRDC Staff	0%	100.00	1	5.0	5.0	5.0	5.0	Attended all OFIs and CARs received and submitted corrective actions and action plans on schedule.	
	Number of best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *	Director and all RCCRDC Staff	1	200.00	2	5	5	5	5.0	Regular updates on records management thru the External, Internal forms & QRM;     Standardized labelling of records within the Center	2%
	Number of frontline services monitored and ensured to be customer friendly and efficient	Director	2	150.00	3	4	5	5	4.7	One (1) clerk dDRC, and (1) alternate dDRC I Utility & messenger and one (1) skilled worker utility  messneger monitored	

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MFO No.	Success/Performance Indicator (PI)	Units/ Persons Responsible	Unit/ Department Target	% Accom- plishment	Details of Accom- plishment s	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with *)	% weight
	Number of documents prepared, reviewed, evaluated, signed, approved, photocopied, scanned	Director and Administrative Staff	100	80.00	80	5	5	4	4.7	Attended at least 100 documents	1.25%
	Number of committee meetings attended/facilitated	Director and all RCCRDC Staff	2	350.00	7	5	5	5	5.0	University meetings invo;ving the participation of the Director either as member or chairman of a committee	1%
	Number of temp. academic lecture rooms maintained	Director and all RCCRDC Staff	1	200.00	2	4	5	5	4.7	One (1) small room for nursing and one (1) Large lecture room for Nursing & General Education maintained to the best condition	1.25%
	Area of lawn maintained (sq.m, approx.)	Director and all RCCRDC Staff	600	100.00	600	5	5	5	5.0	Maintained the cleanliness of the lawn area	2%
	Number of office and laboratory & office tools and equipment maintained to best condition	All RCCRDC Staff	31	100.00	31	5	5	5	5.0	31 office eqpt. maintained to the best condition	1.5%
	er-all Rating									149.0000	
Average										4.6563	
Adjectival Rating Outstanding											

**Adjectival Rating** Note: DPP-Dennis P. Peque (Director) rated at DFS.

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Planning Office Date: 111 17

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT

Approved:

President

Date: \_ JULY 12, 2023

- 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