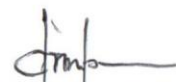


Visayas State University
INSTITUTE OF TROPICAL ECOLOGY AND ENVIRONMENTAL MANAGEMENT
Visca, Baybay City, Leyte

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

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 JANUARY – JUNE 2018.


MARLITO M. BANDE
Director


DENNIS P. PEQUE
Dean, CFES

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accom- plishment	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	MSTREC
PI 2	Total FTE monitored	HRM, MMB, JOP	4	17.83	5	5	5	5	Number of students and contact hour per week: TREC 206 (21 students & 3 hours); TREC 208 (15 students & 5 hours); TREC 299 (1 student & 1 hour)
PI 3	Number of students who graduated within prescribed period	HRM, MMB, JOP	1	1	4	4	4	4	Ma. Ophelia Moreno
PI 4	Number of graduate students enrolled	HRM, MMB, JOP	5	11	5	5	5	5	
ITEEM MFO 2	Graduate Students								
PI 1	Number of graduate students awarded with scholarship/assistantship	MMB	1	8	5	5	5	5	Kleer Jeanne Galgo (GTA); Ma. Ophelia Moreno (ACIAR, ELTI); Rene Jane Alesna, Gerry Mae Anonuevo, Arwin Arribado, Marvin Cascante, Maryvic Pedrosa (DOST); Christine Mae Atup (CHED)
PI 2	Number of graduate students awarded with scholarship/assistantship who graduated within prescribed period	MMB	1	7	5	5	5	5	Ma. Ophelia Moreno (ACIAR, ELTI); Rene Jane Alesna, Gerry Mae Anonuevo, Arwin Arribado, Marvin Cascante, Maryvic Pedrosa (DOST); Christine Mae Atup (CHED)
PI 4	Number of graduate students advised (adviser/GAC member)	MMB	2	15	5	5	5	5	Thesis adviser: Kleer Jeanne Galgo, Maria Ophelia Moreno; GAC member: Rene Jane Alesna, Gerry Mae Anonuevo, Arwin Arribado, Christine Mae Atup, Marvin Cascante, Julius Comaling, Marjorie Elbina, Grace Ann Enriquez, Mark Vincent Latras, Mervyn Loreto, Jessa Nunez, Maryvic Pedrosa, Lilibeth Pelino
UMFO 2	HIGHER EDUCATION SERVICES								
ITEEM MFO 1	Curriculum Program								
PI 1	Total FTE monitored	MMB, JOP, JRGA, ABO	15	36.8	5	5	5	5	BSEM

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	Number of new undergraduate curricular program compliant to CMO, approved and offered	MMB	1	1	4	4	4	4	BSES
PI 3	Number of existing curriculum proposals subjected to evaluation and compliant to CMO	MMB	1	1	4	4	4	4	BSES
PI 4	Number of undergraduate students enrolled	MMB	20	74	5	5	5	5	BSEM/BSES
PI 5	Number of undergraduate students who graduated within prescribed period	MMB	5	11	5	5	5	5	
PI 6	Number of academe/industry linkage established	HRM, MMB	2	4	5	5	5	5	PASAR, SPMI, PSPI, SC Global
PI 7	Number of students advised (thesis adviser/SRC Chairman or member)	HRM, MMB, JOP, JRGA	6	9	5	5	5	5	
PI 8	Number of student organizations/student dormitory advised	JRGA, ABO	1	2	4	4	4	4	HOMES, Mariposa Ladies Dormitory
PI 9	Number of instructional materials developed	MMB, JOP, JRGA, ABO	4	14	5	5	5	5	DRRR (4 sections-Senior High), Envi 123 (lec & Lab), Envi 113 (lec & lab), Envi 122 (lec & lab), Envi 124 (lec & lab), Envi 199 (Lec), Envi 198 (Lec), Envi 118 (Lec & Lab), TREC 206 (Lec), TREC 208 (Lec & Lab), TREC 299 (Lec)
PI 10	Additional outputs:								
PI 10.1	Number of student honors/awards received	MMB	1	3	5	5	5	5	Latin Honor (Krestila Almencion, Nelly Flor Cabus, Daniela Krezzel Naparate)
PI 10.2	Number of faculty honors/awards received	MMB	1	1	4	4	4	4	ED Espinosa - Academic Excellence (PhD) MSU-IIT, Iligan Campus
UMFO 3	RESEARCH SERVICES								
PI 1	Number of published papers in internationally indexed journals	HRM, MMB	1	2	4	4	4	4	Int'l Journal of Scientific Research in Environmental Sciences
PI 2	Number of research outputs presented in local/regional/national /international fora/ conferences	JOP, ABO, JRGA	1	3	5	5	5	5	Int'l Conference of Environmental and Rural Development
PI 3	Number of research project/study conducted	HRM, MMB, JOP, ABO, JRGA	2	11	5	5	5	5	Conducted: 4 studies in Inopacan; 4 studies TED; 2 studies in Cabucgayan; 1 Negros (all of the studies are registered in OVPRE)
PI 4	Number of research proposals submitted	HRM, MMB	2	3	5	5	5	5	The proposals were submitted to PTFCE, VSU-OVPRE, CHED
PI 5	Number of research proposals approved	HRM, MMB	3	10	5	5	5	5	CHED, VSU-OVPRE
PI 6	Number of studies presented	HRM, MMB, JOP, ABO, JRGA	2	12	5	5	5	5	ICERD, RDE
PI 7	Number of research studies externally funded	HRM	1	6	5	5	5	5	CHED, Marine Biodiversity Assessment in Camotes Sea
PI 8	Number of research studies institutionally funded	HRM, MMB, JOP, ABO	1	4	5	5	5	5	Assessment of Artificial Reef in the 5th district of Leyte (HRM), Effect of Nutrient Management on the Survival and Growth Performance of Mycorrhizal Infected Dipterocarp Seedlings Planted in the marginal Uplands in Inopacan, Leyte (MMB); Effect of Leaf Litter Addition to the Growth Performance and Soil Organic Carbon of Early Successional Species (ABO); Species Combination-Site Condition Matching of Early successional Species (JOP)

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Q ¹	E ²	T ³	A ⁴	
PI 9	Additional outputs:								
	Number of research related awards (research conducted by student or student with faculty)	HRM	1	1	4	4	4	4	Best Research Paper (FIMFS)
	Number of exchange scholars/researchers/visiting professors assisted	HRM, MMB, JOP, ABO	1	7	5	5	5	5	Dr. David Neidel (visiting researcher-Yale); Dr. Malin Pinsky (visiting professor/researcher-University of Rutgers); Dr. Edwino Fernando (professor/researcher-UPLB); Mr. Godofredo Villapando (researcher-ZSL); Dr. Christian Thalmann & Dr. Sauro Bianchi (Bern university); For. Thaddeus Martines (researcher-HARIBON Foundation)
	Number of research articles submitted for publications	MMB, JOP, ABO	2	6	5	5	5	5	International Journal of Environmental and Rural Development (JOP, ABO & MMB), Journal of Agriculture and Technology Management (MMB), Ecological Indicators (MMB), Environmental Modelling and Software (MMB)
	Number of MOAs drafted and prepared	MMB, JOP, ABO	2	5	5	5	5	5	VSU-LGU Hindang, VSU-LGU Cabucgayan, VSU-LGU Pilar, VSU-ZSL, VSU-Naval State University
	Number of terminal/ accomplishment reports submitted	HRM, ABO	1	4	5	5	5	5	Marine Resource Assessment in Abuyog, Leyte and in Palo, Leyte; RDE Accomplishment Report, ITEEM Annual Report
UMFO 4	EXTENSION SERVICES								
PI 1	Number of person-days trained weighted by length of training	HRM, MMB, JOP, ABO, JRGA	300	2,140	5	5	5	5	NRM, CHED, RF, Climate Change (VSU), Environmental Jamboree, Seminar on Rainforestation Technology, WWF Rainforestation Study Tour in VSU; Forum on Conflict of Natural Resources Management and Utilization, Scouting Movement (ViFES)
PI 2	Number of trainings conducted	HRM, MMB, JOP, ABO, JRGA	4	14	5	5	5	5	NRM, CHED, RF, Climate Change (VSU), Environmental Jamboree, Seminar on Rainforestation Technology, WWF Rainforestation Study Tour in VSU; Forum on Conflict of Natural Resources Management and Utilization, Scouting Movement (ViFES)
PI 3	Number of IEC materials/Rainforestation development plan/technoguides developed/used	MMB, JOP, ABO, JRGA, EBG	1	101	5	5	5	5	NRM, CHED, RF, Climate Change (VSU), Environmental Jamboree, 94th VSU Anniversary, RF development plans
PI 4	Number of beneficiaries served	HRM, MMB, JOP, ABO, JRGA	300	1,768	5	5	5	5	NRM, CHED, RF, Climate Change (VSU), Environmental Jamboree, Seminar on Rainforestation Technology, WWF Rainforestation Study Tour in VSU; Forum on Conflict of Natural Resources Management and Utilization, Scouting Movement (ViFES)

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Q ¹	E ²	T ³	A ⁴	
PI 5	Number of technical/expert services	HRM, MMB, JOP, ABO, JRGA	10	31	5	5	5	5	NRM, CHED, RF, Climate Change (VSU), Environmental Jamboree, Students, Farmers and Researchers Cross visits in RF, RISE Feedbacking, GIS Training, Regional Biodiversity Workshop,
PI 6	Number of extension projects/components conducted	HRM, MMB, JOP, ABO	3	9	5	5	5	5	Monitoring of MPA's in the 5th District of Leyte; Coastal Resource Management in the 5th District of Leyte; Mainstreaming of Rainforestation Technology in the Philippines; Rainforestation: A Climate Resilient Intervention for Local Government Units Vulnerable to Climate Change and Disaster- Prone Areas in the Visayas; Natural Resource Management-Based Extension Program; Development of a Rainforestation Research and Training Site to Scale-up Forest Restoration Initiatives in Climate Change Vulnerable Marginal Uplands in Inopacan, Leyte; Environmental Education and Advocacy through Capacity Building and Cross visits to the VSU Nature Park; Environmental Consciousness Drive for Senior High School Faculty and Students of Baybay City Division of the Department of Education; Empowerment of Local Stakeholders through Capacity Building and Development of VsU Agricultural Reservation (Proclamation 64) Physical Land-use and Resource Map
PI 7	Number of extension proposals submitted	HRM, MMB	2	9	5	5	5	5	NRM, CHED, RF, Climate Change (VSU)
PI 8	Number of extension proposals approved	HRM, MMB	2	9	5	5	5	5	NRM, CHED, RF, Climate Change (VSU)
PI 9	Number of extension projects externally funded	MMB	1	1	4	4	4	4	ELTI
PI 10	Number of extension projects institutionally funded	HRM, MMB	2	8	5	5	5	5	NRM, CHED, RF, Climate Change (VSU)
PI 11	Additional outputs:								
	Number of extension-related awards (conducted by faculty or student with faculty)	MMB, JOP, ABO	1	1	4	4	4	4	Outstanding Extension Project Level II (Mainstreaming Rainforestation in the Philippines)
	Number of scientific fora attended as speaker/resource persons	HRM, MMB, JOP, ABO	2	5	5	5	5	5	Participatory Coastal Resource Assessment, Rainforestation Training, Biodiversity Assessment (Marine and Terrestrial), Impact of Climate Change in Terrestrial and Aquatic Ecosystem, Conservation Agriculture
	Number of seedlings distributed	MMB, JOP, ABO	1000	7,450	5	5	5	5	RF Adopters in Inopacan, Hindang, Cabucgayan, Salcedo, Baybay, Ormoc, Pilar, Camotes, Guihulungan and Bacong, Negros Oriental
	Area (hectares) of RF adopters farm established	MMB, JOP, ABO	2	9	5	5	5	5	RF Adopters farm in Inopacan, Hindang, Cabucgayan, Salcedo, Baybay, Ormoc, Pilar, Camotes, Guihulungan and Bacong, Negros Oriental

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accom- plishment	Rating				Remark
					Q ¹	E ²	T ³	A ⁴	
	Number of farmers association/individual RF adopters monitored and assisted	MMB, JOP, ABO	5	15	5	5	5	5	PRA, CSVFA, NAKASI, PENNAGMANAKI, KICFA, PHILFEDA, KUFA, HIPEDAC, FEA, R Vendiola, M Posas, M Romano, N Fuentes, F Boladula, S Atoy
	Number of RF network organized	MMB, JOP, ABO	1	3	5	5	5	5	RFRI Luzon Cluster; RFRI Visayas Cluster; RFRI Mindanao Cluster
	Number of tilapia fingerlings distributed	HRM	100	500	5	5	5	5	LGU Inopacan
	Number of in-house seminars/ trainings/workshops/reviews conducted/attended	HRM, MMB, JOP, ABO, JRGA	5	14	5	5	5	5	RDE Annual In-house Review, RF, PCRA, Climate Change, Sustainable Agriculture, RISE
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	1	2	4	4	4	4	EDE (PhD) & SJC (MSc) CHED Scholarship
PI 2	Number of seminars/trainings/ conventions/workshops coordinated for entire university	HRM, MMB, JOP, ABO, JRGA	1	4	5	5	5	5	Seminar on Rainforestation (VSU Anniversary), Forum on Conflict on Natural Resource Management, Coastal Resource Management (Stat & GIS Training), Environmental Jamboree
PI 3	Number of seminars/trainings/ conventions/workshops coordinated outside the university	HRM, MMB, JOP, ABO	1	9	5	5	5	5	Rainforestation Training (Inopacan, Hindang, Biliran, Negros), Coastal Resource Management (Abuyog, Palo, Cabucgayan, Inopacan)
PI 4	Additional outputs:								
	Number of faculty/staff/awards/honors received related to operational support	HRM	1	1	4	4	4	4	Federations of Institutions for Marine and Freshwater Sciences (FIMFS)
	Number of activities organized/attended/assisted/participated/facilitated	ITEEM faculty/staff	1	14	5	5	5	5	Rainforestation Training (Inopacan, Hindang, Biliran, Negros), Coastal Resource Management (Abuyog, Palo, Cabucgayan, Inopacan), Seminar on Rainforestation (VSU Anniversary), Forum on Conflict on Natural Resource Management, Coastal Resource Management, Envi. Jamboree, Regional Biodiversity Workshop, Training on Response Induced Sustainability Evaluation (RISE) Tool, WWF Rainforestation Study Tour in VSU
ITEEM MFO 2	Faculty Recruitment/Hiring Services								
PI 1	Number of faculty recruited/hired aligned with ISO standards	MMB	1	1	4	4	4	4	JRGA - temporary position(Instructor I)
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, JRGA	100%	100%	5	5	5	5	
ITEEM MFO 4	Admission & Registration Services								
PI 1	Number of undergraduate students enrolled and validated within scheduled regular registration period	MMB	40	71	5	5	5	5	
PI 2	Number of graduate students enrolled and validated within scheduled regular registration period	MMB	3	11	5	5	5	5	

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accom- plishment	Rating				Remark
					Q ¹	E ²	T ³	A ⁴	
ITEEM MFO 5	Guidance and Counselling & Support to Students Services								
PI 1	Number of guidance activities conducted	ABO	1	2	4	4	4	4	Department-Based Guidance Facilitator (DBGF) for BSEM Students
PI 2	Number of students who have availed of guidance and counselling services	ABO	15	30	5	5	5	5	BSEM Students
PI 3	Number of students awarded scholarship and grants & thesis supports	USSO, ELTI, ZSL, Graduate School	5	13	5	5	5	5	Kleer Jeanne Galgo (GTA), Kristela Almencion, Daniella Naparate, Nelly Cabus, Rhea Sagarino, Jenelyn Sagarino, Jane Cabillo (ELTI Thesis Support), Kit Felian Tenio, Jessa Flores, Lilibeth Pelino (ZSL); Kristela Almencion, Daniella Naparate, Nelly Cabus (University Scholarship Program)
PI 4	Number of best practices on students services implemented	MMB, ABO, JRGA, JOP	1	5	5	5	5	5	Lecture on Biodiversity Conservation and Climate Change during Scouting Activity, Cross visit of university students from other programs, Senior High (Tech Voc strand) student immersion, OJT of BS DOST scholars; Environmental Jamboree of Senior High School Students in Baybay, Pilar, Cabucgay-an-Biliran
ITEEM MFO 6	Library Services								
PI 1	Percentage increase in the number of students, faculty and staff availing the library services	EBG, NMA	75%	80%	5	5	5	5	ITEEM and Marine Laboratory Archive
PI 2	Number of best library practices introduced which increase demand to avail of archive services	EBG, NMA	1	2	4	4	4	4	WIFI connection for thesis writing; regular updating of book catalog
ITEEM MFO 7	Program and Institutional Accreditation Services								
PI 1	Number of degree programs which passed accreditation/evaluation at least Level 1	ITEEM faculty/staff	2	2	4	4	4	4	MSTREC, BSEM
UMFO 6	GENERAL ADMINISTRATION AND SUPPORT								
PI 1	Number of faculty/staff supervised and monitored (including project based staff)	HRM, MMB, JOP, ABO	10	43	5	5	5	5	
PI 2	Number of management meetings conducted/attended	ITEEM faculty/staff	6	20	5	5	5	5	Regular montly ITEEM and CFES faculty meeting, University committee meetings, UAC meetings
PI 3	Number of documents evaluated and acted upon	MMB	100	359	5	5	5	5	
PI 4	Number of academic lecture/laboratory rooms maintained	ASB, NMA, ABO, JOP, EBG	4	13	5	5	5	5	Knowledge Center, Bagging, Screen House, Nursery Production Area, RDE Room, RRTC Training Room, Hatchery, Marine Laboratory, ITEEM main office, ITEEM & Aquatic Division/Library, RRTC Laboratory
PI 5	Number of equipment/vehicle maintained	NMA, JOP, ABO, COA	10	22	5	5	5	5	Thermometer, Oven, Refrigerator, Analytical Balance, Light meter, Vernier Caliper, (2) On-site Weather Station, GPS, Mitsubishi Canter

MFO No.	MFO Description & Success/Performance Indicator (PI)	Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Q ¹	E ²	T ³	A ⁴	
PI 6	Area of lawn and demonstration farms maintained	ASB, NMA, JOP	3	13	5	5	5	5	ITEEM Main Office Lawn, Aquatic Division Lawn, TED Lawn, Nature Park, Agro-ecology Demonstration Farm, RF Demonstration Farm, Arboretum, BSEM & TREC Tree Planting Site, VIFES Tree Planting Site, Dipterocarp Germplasm, Experimental Station & Site (Inopacan, Pilar, Cabucgayan)
PI 7	Number of seedlings raised	JOP, ABO	1000	5000	5	5	5	5	Assorted Forest Trees Seedlings and Critically Endangered Plants
PI 8	Number of tilapia fingerlings produced	HRM	500	1000	5	5	5	5	
PI 9	Number of office and laboratory equipment purchased	HRM, MMB	5	10	5	5	5	5	
PI 10	Number of office/training facilities/equipment maintained per week	ITEEM faculty/staff	20	35	5	5	5	5	
PI 11	Number of university committees/boards/council chaired & coordinated	ASB, NMA, JOP, ABO	10	23	5	5	5	5	
PI 12	Percentage of apparatus/equipment maintained	NMA, JOP, ABO	100%	100%	5	5	5	5	
PI 13	Number of College policies, protocols, guidelines/procedures made, approved and implemented	MMB	1	3	5	5	5	5	CFES Research Protocol, Equipment and Room Users Guidelines, TED Laboratory and Learning Sites User's Procedure
PI 14	Number of frontline services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously	ITEEM faculty/staff	4	5	4	4	4	4	Frontline services offered as reflected in the Citizen's Charter posted at the entrance area of the ITEEM building: Instruction - students' concerns; Research/Extension - RF and NRM/CRM trainings/assessments and other environmental technical services; Administration - other concerns of staff, faculty and the general public
PI 15	Zero percent complaint from clients served	ITEEM faculty/staff	100%	100%	5	5	5	5	
PI 16	Best practices/new initiatives implemented	ITEEM faculty/staff	1	5	5	5	5	5	Faculty/staff daily time record logbook; equipment and room use permit; regular general cleaning activity (both Aquatic & Terrestrial Division); library user's logbook; regular faculty and staff consultation in relation to administration support service
Total Over-all Rating					388	388	388	388	
Average Rating					4.79				
Adjectival Rating					Outstanding				

Received by:

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: _____