



VISAYAS
STATE UNIVERSITY

**COLLEGE OF FORESTRY AND ENVIRONMENTAL SCIENCE
VISAYAS STATE UNIVERSITY**

OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **Arturo E. Pasa**, Dean of the College of Forestry and Environmental Science, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January - June 2024**.

ARTURO E. PASA

Dean, CFES

Date: July 5, 2024

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

Date: July 9, 2024



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

Personnel	Number	Total FTE	RDE Commitments***		
			Research	Publication	Extension
Department Head	2	34.0	1.0	1	2
Faculty w/ Univ. Designated Position	3	96.0	3.0	3	3
Regular Faculty (VSL)*	8	54.0	7.0	4	6
Regular Faculty (TLS)*	3	90.0	0.0	1	0
Part time Faculty	7	36.0	0.0	0	0
Admin Staff Members	9				
TOTAL:		310	11.0	9	12

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 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	Consolidated Targets from DFS & ITEEM	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
MFO 1	ADVANCED EDUCATION SERVICES (20%)										
	PI 1. Total FTE monitored	CFES Faculty	8 (4)	29.55/4 (739%)		5	5	5	5	DFS 19.55; ITEEM 10	

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			PI 2. Number of graduate degree programs/specializations offered and monitored	DFS & ITEEM	2	2/2 (100%)		5	5	5	5	MS Tropical Ecology and MS Forestry	
			PI 3. Percentage increase in graduate students enrolled	DFS & ITEEM	4% (2%)	33.33%/2% (1667%)		5	5	5	5	DFS: from 6 to 8. ITEEM: from 6 to 4.	
			PI 4. Percentage increase in number of graduate students who graduated on time	DFS & ITEEM	1% (0.5%)	2/0.5 (400%)		5	5	5	5	From zero of 1st Sem SY 2023-2024 to two for 2nd Sem SY 2023-2024	
			PI 5. Number of graduate students awarded with scholarship/assistantship	DFS & ITEEM	4 (2)	19/2 (950%)		5	5	5	5	DFS: Jaca, Salvaleon, Papellero, Enselay, Tiongson, Solis, Rom, Cinco, Caballes, Doria, Pana, Omoso, Wales, Nabong, Martines and Labides (DOST-Asthhrdp Scholars) ITEEM: P. Maguchu-GTA, Nierves-DOST, Florentino-Gerry Roxas Foundation	
			PI 6. Number of students awarded with honors	DFS & ITEEM	N/A	2		5	5	5	5	Doria, Paña	
			PI 7: Number of graduate student supported by CFES research projects	DFS & ITEEM	2 (2)	3/2 (150%)		5	5	5	5	DFS: Doria; ITEEM: ECoSAP-Pelino, Gundemaro	
			PI 8: Number of new international students enrolled	DFS & ITEEM	1 (0.5)	3/0.5 (600%)		5	5	5	5	DFS: Tomiwa; ITEEM: Abu Sayed Helal, Abu Bakkar Siddique	
MFO 2			HIGHER EDUCATION SERVICES (50%)										
			PI 1: Total FTE monitored	CFES Faculty	20 (10)	320/10 (3200%)	DFS: 303.20; ITEEM: 16.8	5	5	5	5	BS Forestry subjects BSES Subjects	
			PI 2: Number of new or revised curricular proposals submitted	DFS & ITEEM	N/A	2		5	5	5	5	BS Forestry & BS Environmental Science	
			PI 3: Number of new or revised proposals approved by UCC	DFS & ITEEM	N/A	N/A							
			PI 4: Number of new degree programs implemented	DFS & ITEEM	N/A	N/A							
			PI 5: Number of programs with COPC	DFS & ITEEM	N/A	N/A						All programs have COPC	
			PI 6: Number of programs applying for COPC	DFS & ITEEM	N/A	N/A						All programs have COPC	

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
		PI 7: Percentage passing in licensure examinations (1st time takers)	DFS	60% (30%)	N/A						Not applicable for this period	
		PI 8: Percentage passing in licensure examinations (overall including repeaters)	DFS	60% (30%)	N/A						Not applicable for this period	
		PI 9: Percentage of faculty rated at least VS in the Teaching performance evaluation by students	DFS	70% (35%)	94/35 (269%)	DFS: 10/10; ITEEM: 6/7	5	5	5	5	DFS: Pasa, Peque, Come, Patindol, Polinar, Mondal, Bernaldez, Wales, Llano, Bidon ITEEM: 6/7	
		PI 10: Percentage of faculty rated at least VS by supervisor	DFS & ITEEM	70% (35%)	100/35 (286%)	DFS: 10/10; ITEEM: 7/7	5	5	5	5	DFS: Pasa, Peque, Come, Patindol, Polinar, Mondal, Bernaldez, Wales, Llano, Bidon ITEEM: 6/7	
		PI 11: Percentage of courses offered with approved course syllabi	DFS & ITEEM	85%	100%						All subjects have complete syllabus since SY 2021-2022	
		PI 12: Percentage of courses with approved IMs	DFS & ITEEM	85% (45%)	100%						All subjects have complete IMs since SY 2021-2022	
		PI 13: Percentage of courses offered with final grades submitted within the allowable period	DFS & ITEEM	100% (50%)	100%						BS Forestry subjects	
		PI 14: Percentage of undergraduate students who graduated within the prescribed period	DFS & ITEEM	60% (30%)	54/30 (180%)		5	5	5	5	BSF= 28/54, BSES= 22/38; 50/92 (54%)	
		PI 15: Number of undergraduate thesis students supported by CFES research project	DFS & ITEEM	6 (3)	12/3 (400%)	DFS: 5; ITEEM: 7	5	5	5	5	DFS: Lagahit, Macuto, Maglacion, Bahinting, Cabusas ITEEM: ECo-SAP (6): Compendio, Daguplo, Pino, Ladica, Canciller, Abrillo, Biliran Project (1): Belas	
		PI 16: Percentage of undergraduate students enrolled on schedule	DFS & ITEEM	50% (25%)	N/A						Not applicable for this period. CAT passers will enroll during 1st sem	
		PI 17: Percentage of graduate students employed (2 years prior)	DFS & ITEEM	82% (42%)	82/42 (195%)	36 out of 44 (2022 graduates)	5	5	5	5	DFS: 21/23 ITEEM: 15/21	
		PI 17: Number of instructional materials approved by the UIMRC	DFS & ITEEM	4 (2)	N/A						Two IMs on process	

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
MFO 3		RESEARCH SERVICES (10%)										
		PI 1. Percent of research proposals submitted	DFS & ITEEM	50% (25%) 5	200% 13/5	DFS: 2; ITEEM: 11	5	5	5	5	DFS: Citizen SDSS Project & ACIAR FLR Impact Evaluation; ITEEM: 11 new title of studies from previous projects	
		PI 2: Percent of research proposals approved	DFS & ITEEM	50% (25%) 5	200% 13/5		5	5	5	5	DFS: Citizen SDSS Project & ACIAR FLR Impact Evaluation; ITEEM: 11 new title of studies from previous projects	
		PI 3: Number of approved research projects/studies implemented	DFS & ITEEM	50% (25%) 5	200% 13/5		5	5	5	5	DFS: Citizen SDSS Project & ACIAR FLR Impact Evaluation; ITEEM: 11 new title of studies from previous projects	
		PI 4: Amount of research money obtained from external sources	DFS & ITEEM	500k (250k)	3M/250K(1,200%)		5	5	5	5	Citizen SDSS Project	
		PI 5: Amount of research money obtained from internal sources	DFS & ITEEM	200k (100k)	1M/50K (200%)		5	5	5	5	Climate Smart Project; VSU Internationalization Program ECo-SAP VSU-IP-2021-9 -January to June-P845,910.00	
		PI 6. Number of research outputs presented in:	DFS & ITEEM									
		a. International Conferences		1 (0.5)	N/A						N/A for this period	
		b. National Conferences		1 (0.5)	N/A						N/A for this period	
		c. Regional or Institutional Conferences		2 (1)	2/1 (200%)		5	5	5	5	ACIAR-FLR Research article & Ecological Assessment and Conservation of Aquilaria through Sustainable Agarwood Production (ECo-SAP)	
		PI 7. Number of patent applications	DFS & ITEEM	N/A								
		PI 8. Number of patents approved	DFS & ITEEM	N/A								

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
		PI 9. Number of creative works published	DFS & ITEEM	N/A								
		PI 10. Number of research articles derived from approved research in the university, submitted	DFS & ITEEM	4 (2)	5/2 (250%)		5	5	5	5	APB: 2; MMB: 1, RSC: 1, AEP: 1	
		PI 11: Number of research articles derived from approved research in the university, published	DFS & ITEEM	4 (2)	5/2 (250%)		5	5	5	5	APB: 2; MMB: 1, RSC: 1, AEP: 1	
		PI 12. Number of research outputs utilized by the industry or by other beneficiaries	DFS & ITEEM	3 (1.5)	5/1.5 (333%)		5	5	5	5	Laforet, Green Carbon, Tarsier, LGU climate change adaptive capability, Rainforestation	
		PI 13. Number of research outputs completed	DFS & ITEEM	3 (1.5)	2/1.5 (133%)		5	5	5	5	UPLB Open University Project, DRRM under Internationalization Project	
MFO 4		EXTENSION SERVICES (10%)										
		PI 1: Number of extension proposals submitted	DFS & ITEEM	50% (25%) 2	150% 2 1/2	ITEEM: 3	5	5	5	5	NRM, Biliran, ALS Silago	
		PI 2: Number of extension proposal approved	DFS & ITEEM	50% (25%) 2	150% 2 1/2	ITEEM: 3	5	5	5	5	NRM, Biliran, ALS Silago	
		PI 3: Number of approved extension projects implemented	DFS & ITEEM	50% (25%) 2	150% 2 1/2	ITEEM: 3	5	5	5	5	NRM, Biliran, ALS Silago	
		PI 4: Number of extension outputs presented in:	DFS & ITEEM									
		a. International Conferences	DFS & ITEEM									
		b. National Conferences	DFS & ITEEM	1 (0.5)	1/0.5 (200%)	ITEEM: 1	5	5	5	5		
		c. Regional or Institutional Conferences	DFS & ITEEM	1 (0.5)	3/0.5 (600%)	ITEEM: 3	5	5	5	5	Annual In house Review, NRM, Biliran, ALS Silago	
		PI 5: Number of extension activities conducted	DFS & ITEEM	N/A	4/1 (400%)	ITEEM: 1; DFS: 3	5	5	5	5	Seedling distribution; networking; & project monitoring	

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
		PI 6: Number of trainings, seminars and fora conducted		3 (1.5)	2/1.5 (133%)		5	5	5	5	Bamboo Production; Training RAF	
		PI 7: Number of expert services rendered:	DFS & ITEEM	4 (2)								
		a. peer reviewer of journal/book			1	ITEEM: 1	5	5	5	5	MMB	
		b. reviewer of research and extension proposals			1	ITEEM: 1	5	5	5	5	MMB	
		c. resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, organizer, facilitator)			17/2 (850%)	DFS: 14; ITEEM: 3	5	5	5	5	CPD(UPLB), RDE In-house review, Project Tarsier, Stakeholders meeting; and Forest Forum, Programs and Events Organized: PQA, Trade Fair, Abanteknolohiya, Farmers and Fisherfolks, Alumni Awards, Partners Day; ABO, KJGL, MMB	
		d. accreditor										
		e. consultancy										
		PI 8: Number of IEC materials developed	DFS & ITEEM	2 (1)	3/1(300%)	DFS:3	5	5	5	5	ACIAR Quality seedling production, asexual propagation; & mother tree selection	
		PI 9. Number of IEC materials distributed	DFS & ITEEM	2 (1)	20/1(2,000%)	DFS: 20	5	5	5	5	BIOCAMP Coffee Table Book and ACIAR FLR Project	
		PI 10. Number of extension articles derived from approved extension in the university, submitted	DFS & ITEEM	1 (0.5)	1/1(100%)	DFS: 1	3	3	3	3	Impact evaluation(ACIAR Tree Plantation Project)	
		PI 11. Number of extension articles derived from approved extension in the university, published	DFS & ITEEM	1 (0.5)								
		PI 12. Amount of extension money obtained from external sources	DFS & ITEEM	200k (100k)	140k/100k (140%)	DFS: 1	5	5	5	5	RCCRDC Project	

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					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
		PI 13: Amount of extension money obtained from internal sources	DFS & ITEEM	50k (25k)	905k/25K(3620%)	DFS:485k; ITEEM: 420k	5	5	5	5	Climate Smart Project and clonal nursery; NRM-150K, BILIRAN-120K, ALS-SILAGO-150K	
		PI 14: No. of MOA/MOU as active partnerships with LGUs, Industries, NGOs, NGAs, SMEs and other stakeholders as a result of extension activities	DFS & ITEEM	8 (4)	12/4 (300%)	DFS: 10; ITEEM: 2	5	5	5	5	LGU's, DENR-CENRO, PO's and NGO's in the Visayas; LGU Barili and LGU Quinapondan	
		PI 15: Number of trainees weighted by the length of training	DFS & ITEEM	300 (150)	294/150 (196%)	DFS: 200; ITEEM: 94	5	5	5	5	People's Organization in region 6, 7 & 8; Training RAF	
		PI 16: No. of extension programs and projects consistent with VSUs mandated and priority programs	DFS & ITEEM	5 (2.5)	6/3(200%)	DFS: 3; ITEEM: 3	5	5	5	5	Forest & clonal nursery; climate smart and watershed characterization project ; NRM, Biliran, ALS Silago,	
		PI 17: Percentage of beneficiaries who rated the training course as satisfactory or higher in terms of quality and relevance	DFS & ITEEM	95% (47.5%)	98.73%/48.5% (204%)	DFS: 100%; ITEEM: 97.45%)	5	5	5	5	ACIAR-FLR Capacity building training; Training RAF	
MFO 5		Support to Operations (10%)										
OVPA MFO 1. Faculty Development Services												
		PI 1: Number of faculty pursuing advanced research degree	DFS & ITEEM	N/A	1		5	5	5	5	JOPogosa-DOST, Nagoya University	
		PI 2: Number of faculty-scholars who completed their advance degrees	DFS & ITEEM	N/A								
		PI 3: Number of faculty granted with external scholarship	DFS & ITEEM	N/A	1		5	5	5	5	JOPogosa-DOST, Nagoya University	
		PI 4: Number of faculty granted with internal scholarship/fellowship	DFS & ITEEM	N/A								
		PI 5: Number of faculty granted with sabbatical leave	DFS & ITEEM	N/A	2		5	5	5	5	AP Baldos; DEspinoza	
		PI 6: Number of faculty granted with post-doctoral leave	DFS & ITEEM	N/A								
		PI 7: Number of faculty sent to trainings, seminars and conferences	DFS & ITEEM	4 (2)	10/2(500%)	DFS: 4; ITEEM: 6	5	5	5	5	DP Peque, AE Pasa, RS Come, AN Polinar, MMB, ABO, KJGL	

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
		PI 8: Number of faculty scholars who graduated	DFS & ITEEM	N/A								
OVPAAs MFO 2. Faculty Recruitment/Hiring Services												
		PI 1: Number of new faculty hired with at least master's degree	DFS & ITEEM	1 (0.5)	2/0.5 (400%)		5	5	5	5	SO Bernaldez (Temp-Permanent), RSPLlano (Part-timer)	
OVPAAs MFO 3. Faculty Evaluation Services												
		PI 1: Number of Scopus, WoS and ACI publications and other reputable journals	DFS & ITEEM	5 (2.5)	5/2.5 (200%)	DFS: 4; ITEEM: 1	5	5	5	5	Biodiversitas- AEP; Journal of Biodiversity and Environmental Science (JBES) - APB; Philippine Journal of Science- APB, DPP; Social Ethics Society Journal of Applied Philosophy - MMB, JOP; Econstor- RSC	
OVPAAs MFO 4. Program and Institutional Accreditation Services												
		PI 1 :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	DFS & ITEEM	Zero non-conformity	100% compliant						Complied	
		PI 2: Compliance to all requirements of the program and institutional accreditations	DFS & ITEEM	100% compliant	100% compliant						Complied	
OVPAAs MFO 5. Registration Services												
		PI 1 :Percentage of students enrolled and validated within the registration period	DFS & ITEEM	80% (40%)	485/50 (970%)		5	5	5	5	BSF 270, BSES 177, MSF 21, MSTrec 17	
		PI 2: Number of students advised during the registration period	DFS & ITEEM	100 (50)	485/50 (970%)		5	5	5	5	BSF 270, BSES 177, MSF 21, MSTrec 17	
MFO 6	General Admin. & Support Services (GASS)											

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			PI 1: Number of departments/institutes/offices supervised	DFS & ITEEM	2	100%		3	3	3	3	DFS & ITEEM	
			PI 2: Number of management meetings conducted	DFS & ITEEM	8 (4)	16/4 (400%)		5	5	5	5	CFES ExeCom Meetings, Emergency Meetings, Visitors Meeting	
			PI 3: Number of committee meetings conducted	DFS & ITEEM	4 (2)	4/2(200%)		5	5	5	5	CFES ExeCom Meeting	
			PI 4: Number of routinary documents acted	DFS & ITEEM	20 (10)	220/10(2200%)	DFS: 20; ITEEM: 200+	5	5	5	5	Seedling availability request; Payroll;shifting of courses; completion of grades, etc.	
			PI 5: Number of requests acted	DFS & ITEEM	2 (1)	200/1(2000%)	DFS: 5; ITEEM: 150	5	5	5	5	Classroom utilization; Tree inventory; and Tree planting requests	
			PI 6: Number of memoranda prepared	DFS & ITEEM	2 (1)	7/1 (700%)		5	5	5	5	CFES Issued Memorandums	
			PI 7: Percentage of IFWs submitted to OVPAA 2 weeks after class	DFS & ITEEM	100% (50%)	100/50 (200%)		5	5	5	5	IFW of CFES Faculty	
			PI 8: Percentage of Report of Actual teaching loads submitted to OVPAA 30 days after the start of classes	DFS & ITEEM	100% (50%)	100/50 (200%)		5	5	5	5	Actual teaching load of CFES Faculty	
			PI 9. Percentage of faculty and staff submitted a dtr every month	DFS & ITEEM	100% (50%)	94/50 (188%)		5	5	5	5	CFES Faculty and Staff (62/66)	
			PI 10. Percentage of complaints, if any, addressed on time	DFS & ITEEM	80% (40%)	100%		3	3	3	3	Academic related concerns	
			PI 11. Percentage of action plans implemented and monitored as scheduled	DFS & ITEEM	50% (25%)	100%		3	3	3	3	AACCUP and academic related concerns	
			PI 12. Monthly accomplishment report submitted on time.	DFS & ITEEM	100% (50%)	66.67/50 (133%)		5	5	5	5	Heads & Deans monthly accomplishment reports (AEP, RSC, ANP); 12/18	
			PI 13: Number of classrooms and Lab rooms constructed and renovated	DFS & ITEEM	2 (1)	4/1(400%)		5	5	5	5	Computer, function, herbarium and biological laboratory rooms	

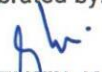
MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
		PI 14: Percentage of budget utilization from GAA	DFS & ITEEM	80% (40%)	50%/40% (125%)		5	5	5	5	Petty Cash, Fuels, Travels, Supplies and Materials	
		PI 15: Percentage of budget utilization from internally generated funds	DFS & ITEEM	50% (25%)	50%/25% (200%)		5	5	5	5	Supplies and Materials, Wages (laborers & AACCUP Clerk)	
		PI 16: Responses to NCs and CARs issuances										
		Percentage of NCs received and acted	DFS & ITEEM	0%	None							
		Percentage of CARs received and acted	DFS & ITEEM	0%	None							
		PI 10: Additional outputs	Dept. Head & Faculty									
Total Over-all Rating					319							
Average Rating					4.91	1.16%						
Adjectival Rating					Outstanding							

Received by:


TONI MARC L. DARGANTES
 Head, Planning Office

Date: JUL 15 2024

Calibrated by:


DR. ELWIN JAY V. YU
 Chairman, PMT

Date: July 16, 2024

Approved:


DR. PROSE IVY G. YEPES
 President

Date: July 18, 2024

- * 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