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MFO No.			Success/Performance Indicator (PI)		Units/Persons Responsible	Department Target	Actual		Rating				Remark (Details of the targetted outputs indicators with *)	% weight
							% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
MFO 1	ADVANCED EDUCATION SERVICES (20%)													
	OVPI MFO 1. Graduate Degree Program Management Services													

[illegible]

	PI 10: Number of virtual classrooms created and operationalized			1	N/A	Not yet covered						
MFO 2	HIGHER EDUCATION SERVICES (50%)											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty	50%	N/A	No examination on 2020						Forester's Licensure Exam	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty	60%	132%	2018 & 2019	5	5	5	5		2018 and 2019 BSF Graduates	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100%	100%	BSF	4	4	4	4		BSF	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty	100%	100%		4	4	4	4			2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	82/75 75	(109.33%)	APB, RSC, EOM, HLM, AEP, TAP, DPP, ANP, JMQ	5	5	5	5			20%
	PI 8: Number of students advised: *	Dept. Head & Faculty										
	On thesis/ field practice/special problem		18	21/18 (116.66%)	Fory200A/B	5	5	5	5		Field Practice, BSF Fourth Year	1%
	No. of approved manuscript submitted within prescribed period		18	21/18 (116.66%)	Fory200A/B	5	5	5	5		Field Practice, BSF Fourth Year	1%
	On consultation		50	100/50 (200%)	BSF Students	5	5	5	5		BSF Students	0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty										
	Student organizations advised		2	2/2 (100%)	FSS,CFES-SSC	4	4	4	4		FSS,CFES-SSC	1.25%
	Student organizations assisted on student related activities		2	2/2 (100%)	FSS,CFES-SSC	4	4	4	4		FSS, CFES-SSC	1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty									Title and name of faculty	10%
	On-line ready courseware	Dept. Head & Faculty	4	N/A	Not yet covered						Fmgt 131-DPP, Fsci 125- RSC, Fgov 135- ANP, Fmgt 127- APB	
	Flexible instructional materials	Dept. Head & Faculty	10	N/A	Not yet covered						DFS Faculty	
	Assessment tools	Dept. Head & Faculty	10	N/A	Not yet covered						DFS Faculty	
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	4	N/A	Not yet covered							

	PI 11: Additional Outputs		Dept. Head & Faculty									
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	1	4/2 (200%)	ACIAR, RCCRDC, PCAARRD Project	5	5	5	5		2%
	PI 2. Number of research outputs completed within the year *		Dept. Head & Faculty	1	2/1 (200%)	ACIAR, RCCRDC	4	4	4	4		2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *		Dept. Head & Faculty								needs title of publication, name of journal and where published	
	In refereed int'l journals			1	2/1 (200%)		5	5	5	5	Gregorio, N., Herbohn J., Tripoli R., Pasa A., 2020 A local initiative to Achieve Global Forest and Landscape Restoration Challenges. FLR. www.mdpi.com & Manila declaration on Forest and Landscape Restoration	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	1	1/1 (100%)	Landscape Forestry in the Tropics, World Forestry Congress, January 2020	5	5	5	5	title of paper, what for a/conference, where and when presented	
	In int'l fora/conferences											1.50%
	In nat'l/regional fora/conferences											0.50%
	PI 5. Percent of research proposals approved *		Dept. Head & Faculty	1	3/1 (300%)	Specific studies with funding from ACIAR	5	5	5	5		0.5%
	PI 6. Additional outputs*		Dept. Head & Faculty									
	No. of research-related awards (research conducted by faculty or student w/ faculty)											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 *		Dept. Head & Faculty	1	4/1 (400%)	FFP, Pro-seeds, LGU-Palompon, OXFAM	4	4	4	4		2.0%
	PI 2. Number of trainees weighted by the length of training *		Dept. Head & Faculty	20	80/20 (400%)	ACIAR, Trainees	4	4	4	4		2%

	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1	2/1 (200%)	With Nature-life International & RCCRDC	4	4	4	4		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	20%	40/20 (200%)	ACIAR-FLR Initiated Trainings	5	5	5	5		1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty									1%
	Research Mentoring										
	Peer reviewers/Panelists		1	4/1 (400%)	with ATR, PJS, JSET	5	5	5	5		
	Resource Persons		1	2/1 (200%)	Pasa, Mangaong	4	4	4	4		
	Convenor/Organizer										
	Consultancy										
	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 (extrn. conducted by faculty or student & faculty) *										1.5%
MFO 5 Support to Operations											
	OVPI MFO 1. Faculty Development Services										
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty		N/A							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		N/A							0.125%
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty	1	2/1 (200%)	Webinar series by ACIAR, RCCRDC	5	5	5	5		0.25%
	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	60%	100/60 (166.67%)	APB, RSC, EOM, HLM, AEP, TAP, DPP, ANP, JMQ	5	5	5	5		0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *		Dept. Head & Faculty	1	1/1 (100%)	ACIAR Midterm Review	4	4	4	4		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	100% Compliant	100%		5	5	5	5	Zero non-conformity (No NC)	2.50%
MFO 6	General Admin. & Support Services (GASS)											
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head	3	3/3 (300%)		5	5	5	5	GF, STF, Lab Share	1%
	PI 2. Zero percent complaint from clients served		Dept. Head & all faculty & staff	0%								2%
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head	3	4/3 (133.33%)	JBB, CPG, GDC, HLM	5	5	5	5		
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head	1	1/1 (100%)	Jun-20	4	4	4	4		
	PI 5. Number of monthly/special faculty & staff meetings conducted**		Dept. Head	10	5/10 (50%)		4	4	4	4		
	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 *										Creation of CFES Academic Council to discuss academic matters.	2%
Total Over-all Rating							178					
Average Rating					1%		4.56					
Adjectival Rating							Very Satisfactory					

Received by:

DILBERTO O. FERRAREN

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:

- * 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