



OFFICE PERFORMANCE COMMITMENT & REVIEW (OPCR)

I, **Dennis P. Peque**, 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 2022.

DENNIS P. PEQUE

Dean, CFES

Date: 8/8/2022

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: _____



INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (F Total FTE

RDE Commitments***

Personnel	Number		Research	Publication	Extension
Department Head	2	34.0	1.0	1	1
Faculty w/ Univ. Designated Position	6	114.0	1.0	1	1
Regular Faculty (VSL)*	12	54.0	1.0	1	1
Regular Faculty (TLS)*	1	36.0	0.0	0	0
Part time Faculty	4	0.0	0.0	0	0
Admin Staff Members	8				
TOTA		184	3.0	15	3

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		Rating				Remark (Details of the targetted output 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										
	1 PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following: *	Dept. Heads & Faculty									4%
	a. pursuing advanced research degree program (Ph.D) *	ITEEM 1	1 (N/A for DFS)							Not applicable for this period Jimmy O. Pogosa, Nagoya Japan (Starting 1st sem of AY 2022-2023)	

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	4 DFS, 4 ITEEM	57% (28.5%)	10/4 (250%)	4 ITEEM, 6 DFS	5	5	5	5	ITEEM: EDE: Assessment of Marine Protected Areas in Camotes and Cuatro Islands; Biodiversity of Marine Flora and Fauna in Artificial Reefs of Baybay City and Selected Municipalities of the 5th District of Leyte; Species Composition, Abundance and Succession of Seaweeds and Seagrasses in Artificial and Natural Reefs MMB: Development of a Rainforestation Research Capability to Scale-Up Forest Restoration Initiatives in Climate Change Vulnerable Marginal Uplands in Inopacan, Leyte; Assessment and monitoring of RF demo farm adopter's sites JOP: Ecology and Population Distribution Assessment of A. malaccensis in Leyte & Biliran Islands KJGL: Ecological Assessment and Conservation of Aquilaria malaccensis Through Sustainable Agarwood Production in Leyte and Biliran Islands, Philippines (EcoSAP) DFS: DP Peque, AN Polinar, AE Pasa, TA Patindol, AP Baldos, EO Mangaoang, HL Mondal (BIOCAMP, Project Tarsier, CORE ToT, Climate Smart Upland Agroforestry, Forest Reserve, FLR.)	
	c.	producing technologies for commercialization or livelihood improvement	1 ITEEM	50% (25%)	5/1 (500%)	1 ITEEM; 4 DFS	5	5	5	5	EDE: Propagation of native forest seedlings; Production of Tilapia fingerlings DFS: Clonal Nursery, FLR, Climate Smart Upland Agroforestry, CORE ToT	
	d.	whose research resulted in an extension program	4 DFS, 1 ITEEM	100% (50%)	3/2 (150%)	1 ITEEM; 2 DFS	5	5	5	5	EDE: Rainforestation Technology; Artificial Reef as alternative to Coral Reef DFS: Climate Smart Upland Agroforestry, CORE ToT	
	OVPI MFO 2. Graduate Student Management Services											
	PI 1: Percentage of graduate students enrolled in research degree programs *		DFS/ITEEM	100%	100%	(22 students-MSFor, 11 students-	5	5	5	5	MSFor & MSTrec SY 2021-2022 2nd Semester	2%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 2: Percentage of accredited graduate programs *	DFS/ITEEM	100%	100%		5	5	5	5	MSTREC & MSFor are AACUP Level II and COPC Compliant	2%
	PI 3: Number of graduate degree specializations offered and monitored *	DFS/ITEEM	2	2 (100%)		4	4	4	4	MSFor & MSTrec	2%
	PI 4: Total FTE coordinated, implemented & monitored *	1.75 ITEEM, 15 DFS	16.75 (8.38)	17.57/8.38 (209.67%)	5.57 ITEEM; 12 DFS	5	5	5	5	2nd Sem SY 2021-2022 MSTrec MMB - 0.69 (Trec 208, 299) EDE - 0.69 (Trec/Biol 205) JOP - 0.28 (Trec 208) KJGL - 0.69 (Trec/Biol 205) HVO - 0.69 (Trec/Biol 205) VBA - 1.25 (Trec 207) GCF - 1.0 (Trec 206) HRM - 0.28 (Trec 208);	2%
	Number of INC forms with grade submitted within prescribed period			Trec 205 (1 student)		5	5	5	5	E. Tulin (Trec 205)	
	PI 5: Percentage increase in number of graduate students enrolled *	3% ITEEM, 10% DFS	7% (3.5%)	No increase (25.36% decreased)	MSTrec (17-11 is 35.29% decreased); MSFor (26-22 is 15.38% decreased)	4	4	4	4	2nd Sem 2021-2022	2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *	1 DFS, 13% ITEEM	13% (6.5%)	N/A for this period	1 DFS	5	5	5	5	Llano, Rivah Shane	2%
	PI 7: Number of graduate students awarded with honors/distinction *	DFS	1	2/1 (200%)	2 DFS	5	5	5	5	Llano & Auguis	2%
	PI 8: Number of graduate students advised *									Academic Adviser, GAC Chairman, GAC Member, Consultation Purposes	2%

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Number of graduate students advised as academic adviser	7 ITEEM, 15 DFS	22 (11)	35/11 (318%)	ITEEM 13, DFS 22	5	5	5	5	ITEEM: MMB (Florentino, Latoreno, Tulin, Maguchu, Pelino & Mayo) EDE (Hijada, Jose & Sultan) JOP (Claveti & Gundemaro) GCF (Loreto)HRM (Collander)RSC (Katangkatang) DFS: APB (Labides, Nabong, Llano) RSC (Tiusen, Auguis, Martinez, Flores) EOM (Bernaldez, Cepada) AEP (Regmi) HLM (Galeon) DPP (Wales, Recosana, Lopez, Artajo, Aguilar) ANP (Flores, Diaz) JMQ (Suyom, Soria, Sabejon, Chui)	
			Number of students advised on thesis as GAC Chairman			23	ITEEM 11; DFS 12	5	5	5	5	ITEEM: MMB (Florentino, Tulin, Gundemaro, Pelino) EDE (Hijada, Latorreno, Jose) GCF (Loreto, Claveti) HRM (Collander) RSC (Katangkatang) DFS: APB (Llano) RSC (Tiusen, Auguis) EOM (Bernaldez, Cepada) DPP (Wales, Aguilar) ANP (Diaz) JMQ (Suyom, Soria, Sabejon, Chui) AEP (Regmi) TAP (Galeon)	
			Number of students advised on thesis as GAC Member			25	ITEEM 12, DFS 13	5	5	5	5	ITEEM: MMB (Hijada, Loreto, Latoreno, Claveti) JOP (Tulin, Katangkatang, Gundemaro) KJGL (Pelino, Gundemaro) DFS: AEP (Hijada, Katangkatang) DPP (Llano, Sabejon, Espejon, Tiusen, Bernaldez, Mercado, Albarico) HLM (Galeon) APB (Regmi) TAP (Sabejon, Espejon)	
			Number of students entertained for consultation purposes			56	All Academic and GAC Chair and members	5	5	5	5	ITEEM: MMB (16); EDE (8); JOP (9); KJGL (8); GCF (7); HRM (3); RSC (1); ABP (1); AEP (3)	
			PI 9: Number of instructional materials developed *	Dept. Heads & Faculty								2nd Sem SY 2021-2022	
			On-line ready courseware	2 ITEEM, 2 DFS	4 (2)	11/2 (550%)	ITEEM 5, DFS 6	5	5	5	5	ITEEM: EDE: TREC/Biol 205; MMB: TREC 208, 299; JOP: TREC 208; KJGL: TREC/Biol 205; VBA: TREC 207; GCF: TREC 206; HRM: 208 DFS: AEP FORY 234	

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Flexible instructional materials	2 ITEEM, 2 DFS	4 (2)	16/2 (800%)	ITEEM 5, DFS 11	5	5	5	5	ITEEM: EDE: TREC/Biol 205; MMB: TREC 208, 299; JOP: TREC 208; KJGL: TREC/Biol 205; VBA: TREC 207; GCF: TREC 206; HRM: 208 DFS: AEP FORY 234	
			Supplemental learning assessment	4 ITEEM	4 (2)	20/2 (100%)	ITEEM 25, DFS 1	5	5	5	5	ITEEM: MMB (3 PPT); EDE (4 PPT); JOP (3 PPT); KJGL (2 PPT; 1 Video Clip; 2 Recording) 5); GCF (5 Reference Materials); HRM (5 PPT) DFS: AEP FORY 234	
			Assessment tools	2 ITEEM, 15 DFS	17 (8.5)	47/8.5 ((552.94%)	ITEEM 18, DFS 29	5	5	5	5	ITEEM: MMB (1 ppt, 1 oral exam, 1 sustainability analysis report) EDE (1 recorded ppt; 1 Paper Critique; 2 Published articles (related to marine biodiversity) JOP (1ppt, 1oral exam, 1 sustainability analysis report) KJGL (1 Analysis report, 1 Ora presentation/exam & 1 Paper Critique) GCF (1 Oral presentation) HRM (1 Oral report, 1 Exam, 1 Vensim Report) DFS: AEP FORY 234	
			PI 10: Number of virtual classrooms created and operationalized	2 ITEEM, 5 DFS	7 (3.5)	15/3.5 (429%)		5	5	5	5		

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
MFO 2	HIGHER EDUCATION SERVICES (50%)										
	PI1. Percentage of first time licensure exam takers that pass the licensure exams *	DFS	52% (26%)							Forester's Licensure Exam (Not applicable for this period), No board exam for BSES/BSEM program	7.5%
	PI2. Percentage of graduates (2 years prior) that are employed *	61 % DFS, 50% ITEEM	56% (28%)	84%	ITEEM 2/2 (100%), DFS 14/21 (67%)	4	4	4	4	2020 BSF & BSEM graduates	2.5%
	PI3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	DFS & ITEEM	100%	100%	BSF 160, BSEM 10, BSES 120	4	4	4	4	BSF, BSES & BSEM	2.5%
	PI4. Percentage of undergraduate programs with accreditations *	DFS & ITEEM	100%	100%	BSEM (AACUP Level II) and BSES (COPC), BSF AACCUUP Level IV and COPC	4	4	4	4	BSF, BSES & BSEM	2.5%
	PI5: Total FTE, coordinated, implemented and monitored *	Dept. Heads & Faculty									20%
	Actual FTE	80 DFS, 20 ITEEM	85 (42.5)	364/42.5 (858%)	ITEEM 199.85; DFS 164.60	5	5	5	5	ITEEM: Core Faculty: MMB (5.5); EDE (5); JOP (9); KJGL (23.5) Part-time Instructors: FJA (35.9); LCC (35.9); KLI (37.05); JAC (33.45); KNF (5.55); PCM (9) DFS: AEP, EOM, JMQ, ANP	
	Number of grade sheets submitted within prescribed period	ITEEM	5 (2.5)	95/2.5 (3800%)	ITEEM 47, DFS 48	5	5	5	5	ITEEM: EDE (Envi 124); MMB (Envi 198, 116n); JOP (Envi 118n, 199); KJGL (Envi 110, 114n) Part-time Instructors: FJA (Envi 11: 11.4; 110: 24.5) LCC (Envi 11: 13.65; 110: 22.5); KLI (Envi 11: 14.55; 110: 22.5); JAC (Envi 11: 14.7; 110: 18.75); KNF (Envi 116n: 5.55); PCM (Envi 11: 9) DFS: AEP Forv	

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Number of INC forms with grades submitted within prescribed period	ITEEM	3 (1.5)	84/1.5 (5600%)	ITEEM 76, DFS 8	5	5	5	5	ITEEM: EDE (22); MMB (13) JOP (10); FJA (18), KLI (12), LCC (1) DFS: AEP 5; DPP 3	
			Number of trainings attended related to instruction	ITEEM	1	10/1 (1000%)	ITEEM 5; DFS 5	5	5	5	5	1. VSU Faculty Online Onboarding; 2. Webinar Workshop on VSUEE; 3. Turnitin Feedback Studio Instructors' Workflow Training; 4. Orientation on the Functions of Offices under OVPA and Document Review of Two Procedure Manuals; 5. Mandatory Orientation and Re-orientation of Academic Adviser and College Hotline Agents.	
			Number of long exams administered and checked	ITEEM	15 (7.5)	3404/7.5 (45386%)	ITEEM 3374, DFS 30	5	5	5	5	ITEEM: EDE (80); MMB (101); JOP (72); KJGL (376) Part-time Instructors: FJA (460); LCC (748); KLI (720); JAC (544); KNF (33); PCM (240) DFS: AEP (4) DPP (3)	
			Number of quizzes and assignments administered and checked	ITEEM	50 (25)	4827/25 (193308%)	ITEEM 4772; DFS 55	5	5	5	5	ITEEM: EDE (120); MMB (249); JOP (36); KJGL (528) Part-time Instructors: FJA (651); LCC (902); KLI (942); JAC (984); PCM (360) DFS: AEP (10) DPP (6)	
			Number of lab reports and term papers checked and graded	ITEEM	5 (2.5)	1864/2.5 (74560%)	ITEEM 1754; DFS 110	5	5	5	5	ITEEM: EDE (60); JOP (18); KJGL (320) Part-time Instructors: FJA (508); LCC (246); KLI (190); JAC (259); KNF (153) DFS: DPP (15)	
			PI 8: Number of students advised: *	Dept. Heads & Faculty									
			As academic adviser	ITEEM	50 (25)	266/25 (1064%)	ITEEM 106; DFS 160	5	5	5	5	ITEEM: EDE (20); MMB (44); JOP (18); KJGL (24) DFS: APB 21; RSC 22; EOM 10; HLM 24; AEP 25; TAP 28; DPP 20; ANP 33; JMQ 7	

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			On thesis/ field practice/special problem	5 ITEEM, 15 DFS	20 (10)	47/10 (470%)	ITEEM 24, DFS 23	5	5	5	5	Based on number of fourth year students enrolled in 2nd Sem SY 2021-2022: ITEEM: EDE (Cabusas, Lumaad, Makiling); MMB (Asombrado, Billona, Camarines, Canabe, Donaire); JOP (Valida, Veloso, Lee); KJGL (Maat, Naldo, Yordan, Merafuentes); Affiliate Faculty: HRM (Pepito); GCF (Santianez, Gavan, Flores); BAP (Artuge, Bacus); KLS (Baltazar); DML (Bendanillo) RJD (Loayon) DFS: AEP (Rubas, Caballes, Permangel, Sudraia, Pialago and Igot) ANP (Permangel, Sudaria, Gervacio, Gales) RSC (Tayom, Gamutan, Lopez) APB (Pamanian, Igot, Abergido) HLM (De Paz, Betita, Decena) TAP (Mediano, Pialago, Morales) DPP (Esotros, Dequito, Cagnan)	
			As SRC chairman	ITEEM	10 (5)	42/5 (840%)	ITEEM 19, DFS 23	5	5	5	5	ITEEM: EDE (Bendanillo, Maat, Bacus, Yordan, Naldo, Merafuentes); MMB (Veloso, Gavan, Valida, Flores, Lee); JOP (Baltazar, Billona, Makiling, Pepito); KJGL (Camarines, Canabe, Donaire); GCF (Artugue) DFS: ANP (Caballes, De Paz) AEP (Permangel) DPP (Rubas) RSC (Sudaria, Pamanian, Betita, Decena, Esotros) HLM (Tayom, Gervacio, Gamutan, Gales, Lopez, Mediano, Pialago) TAP (Igot, Abergido) APB (Morales, Dequito, Cagnan)	1%

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			As SRC member	ITEEM	10 (5)	49/5 (980%)	ITEEM 26; DFS 23	5	5	5	5	ITEEM: EDE (Artugue, Veloso); MMB (Cinto) JOP (Bacus, Bendanillo, Camarines, Donaie, Gavan, Flores, Maat, Merafuentes, Moralda, Naldo, Loayon, Santianez, Yordan), KJGL (Asombrado, Valida, Billona, Makiling); GCF (Asombrado, Canabe) DFS: RSC (Caballes, Permangel, Dequito, Cagnan) ANP (Rubas, Tayom, Pamanian) HLM (Sudaria, Igot, Morales) AEP (Gervacio, Gamutan, Esotros) APB (Gales, Lopez, Decena, Mediano, Pialago) DPP (De Paz, Abergido) TAP (Betita)	
			No. of approved manuscript submitted within prescribed period	ITEEM 10, DFS 15	25 (12.5)	42/12.5 (336%)	ITEEM 19, DFS 23	5	5	5	5	ITEEM: EDE (Makiling); MMB (Assombrado, Billona, Camarines, Canabe, Donaie); JOP (Valida, Veloso); KJGL (Maat, Naldo, Yordan); Affiliate Faculty: HRM (Pepito); GCF antianez, Gavan, Flores); BAP (Artuge, Bacus); KLS (Baltazar); DML (Bendanillo) DFS: AEP (Rubas, Caballes, Permangel, Sudraia, Pialago and Igot) ANP (Permangel, Sudaria, Gervacio, Gales) RSC (Tayom, Gamutan, Lopez) APB (Pamanian, Igot, Abergido) HLM (De Paz, Betita, Decena) TAP (Mediano, Pialago, Morales) DPP (Esotros, Dequito, Cagnan)	1%
			On consultation	ITEEM 10, DFS 75	85 (42.5)	455/42.5 (1071%)	ITEEM 295, DFS 160	5	5	5	5	ITEEM: EDE (38); MMB (84); JOP (36); KJGL (137); DFS: APB 21; RSC 22; EOM 10; HLM 24; AEP 25; TAP 28; DPP 20; ANP 33; JMQ 7	0.5%
			PI 9: Number of student organizations advised/assisted *	Dept. Head & Faculty									

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Student organizations advised	KJGL, ANP, RSC, APB, DPP	3	3/3 (100%)		4	4	4	4	HOMES, FSS, CFES-SSC	1.25%
			Student organizations assisted on student related activities	KJGL, ANP, RSC, APB, DPP	3	3/3 (100%)		4	4	4	4	HOMES, FSS, CFES-SSC	1.25%
			PI 10: Number of instructional materials developed *	Dept. Head & Faculty								Titles and name of faculty	10%
			On-line ready courseware	6 DFS & 1 ITEEM	7 (3.5)	32/3.5 (914%)	ITEEM 10, DFS 22	5	5	5	5	ITEEM: EDE (Envi 124); MMB (Envi 116n, 198n); JOP (Envi 118n, 199), KJGL (Envi 11, 110, 114n); DML (Envi 112n); PDC (Envi 122n) DFS: Ecol11, Ecol21, Fgov134n, Fgov136n, FMgt 124, Fmgt 126, Fmgt 128, Fmgt 136, ForE 134, ForE 149, ForE154, ForE198, ForE137, ForE199, Fsci112, Fsci124n, Fsci142, Wtec122, Wtec138, Wtec148, Fsci 124n	
			Flexible instructional materials	ITEEM 2, DFS 5	7 (3.5)	58/3.5 (1657%)	ITEEM 10; DFS 48	5	5	5	5	ITEEM: EDE (Envi 124); MMB (Envi 116n, 198n); JOP (Envi 118n, 199), KJGL (Envi 11, 110, 114n); DML (Envi 112n); PDC (Envi 122n)	
			Supplemental learning resources	ITEEM	5 (2.5)	143/2.5 (5720%)	ITEEM 143	5	5	5	5	ITEEM: EDE (Envi 124: 6 PPT; 19 Reading Materials); MMB (Envi 116n: 7 PPT, Envi 198: 2PPT); JOP (Envi 118n & 199: 2 PPT; 5 Reading Materials); KJGL (Envi 110 & 114n: 18 PPT; 3 Recordings; 1 Video Clip; 2 Reading Materials) Part-time Instructors: FJA (Envi 11 & 110: 10 ppt; 6 recordings) LCC (Envi 11 & 110: 10 ppt; 6 recordings); KLI (Envi 11 & 110: 10 ppt; 6 recordings); JAC (Envi 11 & 110: 10 ppt; 6 recordings); KNF (Envi 116n: 2 ppt); PCM (Envi 11: 6 ppt; 6 recordings)	

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Assessment tools	ITEEM 2, DFS 10	12 (6)	182/6 (3033%)	ITEEM 108, DFS 74	5	5	5	5	ITEEM: EDE (1 Long Quiz; 2 Long Exams 2 Term Exams; 5 Learning Tasks; 2 Lab Exercises; 1 Oral Presentation); MMB (1 Quiz; 1 Long Exam; 2 Term Exam; 1 Reflection Paper, PPT, Write-Up); JOP (1 Long Exam; 1 Term Exam; 1 ppt; 1 Written Report; 1 Oral Presentation); KJGL (4 Long Exam; 4 Term Exams; 2 ppt; 2 Learning Tasks; 2 Lab Exercises; 1 E-portfolio); Part-time Instructors: FJA (4 Long Exam; 4 Term Exams; 2 ppt; 2 Learning Tasks; 1 Lab Exercise; 1 E-portfolio); LCC (4 Long Exam; 4 Term Exams; 2 ppt; 2 Learning Tasks; 1 Lab Exercise; 1 E-portfolio); KLI (4 Long Exam; 4 Term Exams; 2 ppt; 2 Learning Tasks; 1 Lab Exercise; 1 E-portfolio); JAC (4 Long Exam; 4 Term Exams; 2 ppt; 2 Learning Tasks; 1 Lab Exercises; 1 E-portfolio); KNF (1 Article Presentation; 1 Oral Presentation; 1 Term Exam; 1 Future Triangle; 1 Scenario Development; 1 Backasting); PCM (2 Long Exam; 2 Term Exams; 1 ppt; 1 Learning Tasks)	
			PI 11: Number of virtual classrooms created and operationalized	5 DFS, 3 ITEEM	8 (4)	38/4 (950%)	ITEEM 10, DFS 28	5	5	5	5	ITEEM: EDE (Envi 124); MMB (Envi 116n, 198); JOP (Envi 118n, 199), KJGL (Envi 110, 11, 114n); DML (Envi 112n); PDC (Envi 122n) DFS: Ecol11, Ecol21, Fgov134n, Fgov136n, FMgt 124, Fmgt 126, Fmgt 128, Fmgt 136, ForE 134, ForE 149, ForE154, Fory198, Fory137, Fory199, Fsci112, Fsci124n, Fsci142, Wtec122, Wtec138, Wtec148, Fsci 124n	
			PI 12: Additional Outputs	Dept. Head & Faculty									
			Program accreditation/evaluation	DFS	1	2/1 (200%)		5	5	5	5	3rd ISO Audit and AACUP Level IV Accreditation for BSF Program	

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Other outputs implementing the new normal due to COVID 19	DFS	4.5	7/4.5 (156%)		5	5	5	5	Conduct of studies/assessment in students' respective barangay	
			Number of on-line ware reviewed by TRP & edited by MMDC editor	ITEEM	1	10/1 (1000%)	ITEEM 10	5	5	5	5	ITEEM: EDE (Envi 124); MMB (Envi 116n, 198); JOP (Envi 118n, 199), KJGL (Envi 110, 11, 114n); DML (Envi 112n); PDC (Envi 122n)	
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 *	4 DFS & 1 ITEEM	5 (2.5)	15/2.5 (600%)	ITEEM 5, DFS 10	5	5	5	5	ITEEM: TED: Rainfo and Nursery Establishment (KALAH-CIDDS and EDC) AED: CRM "Artificial Reefs" (LGUs 5th District); PASAR; GHD (Industries) DFS: Biocamp, UPOU, ACIAR FLR, Project Tarsier, Bamboo: Tree species selection, Mother Tree selection, and Climate smart	2%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 2. Number of research outputs completed within the year *	1 DFS & 1 ITEEM	2 (1)	N/A for this period	All researches of ITEEM and DFS are on-going					ITEEM: EDE: Capacity Building of Personnel and the Stakeholders Engaged in Envi. Protection & DM Component 3); Assessment of Marine Protected Areas in Camotes and Cuatro Islands; Biodiversity of Marine Flora and Fauna in Artificial Reefs of Baybay City and Selected Municipalities of the 5th District of Leyte; Species Composition, Abundance and Succession of Seaweeds and Seagrasses in Artificial and Natural Reefs MMB: Development of a Reforestation Research Capability to Scale-Up Forest Restoration Initiatives in Climate Change Vulnerable Marginal Uplands in Inopacan, Leyte; Assessment and monitoring of RF demo farm adopter's sites JOP: Ecology and Population Distribution Assessment of A. malaccensis in Leyte & Biliran Islands KJGL: Ecological Assessment and Conservation of Aquilaria malaccensis Through Sustainable Agarwood Production in Leyte and Biliran Islands, Philippines (EcoSAP)	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year *	Dept. Head & Faculty				4	4	4	4	On process publication of FLR Projects	
	<i>In refereed int'l journals</i>	DFS	3 (1.5)	1/1.5 (67%)		4	4	4	4	Velasco, et.al	1.50%
	<i>In refereed nat'l/regional journals</i>	1 ITEEM, 2 DFS	3 (1.5)							Article ready for submission "Baseline study on Community DRR Preparedness" and Species diversity	0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty									
	<i>In int'l fora/conferences</i>	1 ITEEM, 2 DFS	3 (1.5)	N/A for this period							1.50%
	<i>In nat'l/regional fora/conferences</i>	1 ITEEM, 2 DFS	3 (1.5)	2/1.5 (133%)	DFS 2	5	5	5	5	Red Cross, LGU	0.50%

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating			Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
			PI 5. Percent of research proposals approved *	Dept. Head & Faculty								0.5%
			Number of proposals submitted	1 DFS	1	3/1 (300%)	DFS 3	5	5	5	5	LGU CC Adaptation Capacity; Climate risk financing, WoMangrove action research, ACIAR FLR
			Number of proposals approved	1 DFS & 1 ITEEM	1	3/1 (300%)	DFS 3	5	5	5	5	LGU CC Adaptation Capacity; Climate risk financing, WoMangrove action research, ACIAR FLR
			Number of ongoing projects	DFS & ITEEM	6 (3)	9/3 (300%)		5	5	5	5	For the lists of ongoing projects, kindly refer here: https://docs.google.com/spreadsheets/d/1JPfjc7jASftuGask6FdqNgPpaPj_Gd8ZCDxKxeVJGRA/edit#gid=2107229860
			PI 6. Additional outputs *	Dept. Head & Faculty								
			No. of researches conducted by BSF students with Faculty under new normal	Dept. Head & Faculty	20	23/20 (115%)		5	5	5	5	BS Forestry students & Faculty
			Number of journal articles/scientific paper received and reviewed as peer-reviewer	ITEEM	1	1/1 (100%)	ITEEM 1	4	4	4	4	EDE: 1 for ATR 2022

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	19		Other outputs implementing the new normal due to covid	ITEEM	2 (1)	9/1 (900%)	ITEEM 9	5	5	5	5	VSU Funded: Eco-SAP Conduct Field Assessment of the Wild Population of Aquilaria in Brgy. New Taligue Abuyog Leyte January 3-12, 2022;Conduct and discuss EcoSAP project PENRO Maasin City, CENRO San Juan and Hinunangan So. Leyte on February 2, 2022;Conduct and discuss Eco-SAP project with the farmers and adopters in Brgy. Pinamanagan, Abuyog, Leyte on February 13, 2022; Present Climate- Smart Agriculture through Reforestation Farming Approach at the Provincial Local Government Unit of So.Leyte Maasin City on February 15, 2022; Present output of the Eco-SAP on the Sangguniang Panlalawigan Regular Session in Session Hall Legislative Building, Capitol Grounds,Tacloban City on February 24, 2022; Present of the Eco-SAP on the Sangguniang Bayan Regular Session in Abuyog Leyte on March 08, 2022;Training on Basic operation and maintenance of LI-3000C portable leaf area meter, LI-250QPAR package and COLE-PARMER Micropipettors by SIGMATECH on May 2022 Present the Eco-SAP project to the Barangay Council of Brgy. Catmon, Silago, Leyte on June 17, 2022; Monitoring using Drone Technology and RESTOR Platform on June 19-24, 2022	
			No. of research-related awards (research conducted by faculty or student w/ faculty)	ITEEM	1	1/1 (100%)		4	4	4	4	MMB	1.50%
MFO 4			EXTENSION SERVICES (10%)										

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			PI1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	5 ITEEM, 5 DFS	10 (5)	69/5 (1380%)	ITEEM 40, DFS 29	5	5	5	5	ITEEM: MMB (EDC, LGUs Barogo, Alang-Alang, Sta. Fe, San Miguel, San Isidro, Calobian, Villaba, Abuyog, Baybay); JOP (LGUs Tabango, Leyte, Abuyog, Biliran, Cabucgayan, Caibiran; KALAHI-CIDDS DSWD; RISE); KJGL (LGUs Culaba, Naval, Kawayan, Almeria, Javier, Mahaplag; Life-Giving Forest Foundation; Carigara Water District) DFS: Region 7 PO's and BLGU's, DENR ACIAR Partners in Region 6,7 and 8, EDC, LRP, PMPI, NGO's, Ormoc City LGU, ICSC, Oxfam, CORA, PASAR, CCC, LAPCO, & DBP	2.0%
			PI2. Number of trainees weighted by the length of training *	25 ITEEM, 30 DFS	55 (27.5)		ITEEM 483, DFS 73	5	5	5	5	ITEEM: Training and Workshop on Rainforestation: A Strategy on Ecosystem Based Disaster Risk Reduction on June 2-3, 2022 at Brgy. Maganhan, Baybay City; ITEEM 3-day Webinar Series: Marine and Coastal Erosion (131 views); Social Impact Studies in Relation to Climate Change (111 views); Disaster Risk Reduction; Geology and Pedology of Leyte Island; and Rainforestation as a Strategy for Rehabilitating Landslide Prone Areas (195 views) DFS: Training under the ACIAR ASEM 2016/103 Project (Staff, LGU's, PO's, DENR staff)	2%

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
		PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	2 ITEEM, 1 DFS	3 (1.5)	13/1.5 (867%)	ITEEM 7; DFS 6	5	5	5	5	ITEEM: Training and Workshop on Rainforestation: A Strategy on Ecosystem Based Disaster Risk Reduction on June 2-3, 2022 at Brgy. Maganhan, Baybay City; ITEEM 3-day webinar series; Tree planting activity at Canigao Island; VSU Beach Coastal Clean-up; Book launching on Rainforestation and distribution of certificates of recognition to project partners; Distribution of food packs to families of Brgy. Kantagnus affected by Typhoon Agaton; Development of a Province-Wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception towards the Rainforestation KALAHI-CIDSS Program in Cabucgayan, Biliran DFS: CO2 Compensation Project, Core project, Climate Smart Upland Demo Farm, ToT, WoMangrove rehabilitation, Clonal and Forest nursery	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*	80% ITEEM, 30% DFS	55% (27.5%)	135%	ITEEM 100%; DFS 171% (96)	5	5	5	5	ITEEM: Training and Workshop on Rainforestation: A Strategy on Ecosystem Based Disaster Risk Reduction on June 2-3, 2022 at Brgy. Maganhan, Baybay City; DFS: ACIAR FLR partner PO's in Region 6,7 & 8	1%
		PI 5. Number of technical/expert services *	Dept. Head & Faculty									1%
		Research Mentoring	2 ITEEM, 5 DFS	7 (3.5)	52/3.5 (1485.71%)	ITEEM 13; DFS 39	5	5	5	5	ITEEM: Terrestrial Ecosystems Division: Faculty: JOPogosa, KJGLongatang; Research Assistants/ Aides: KGundemaro, VEscasinas, PLongatang, FAlmeroda, RMOquias, KFlorentino,ICSeno; Aquatic Ecosystems Division: Research Assistants/Aide: KAlkuino, EEstallo, OCapin, Mde la Rama DFS: BSF Thesis students; Staff of ACIAR & Climate Change; PO's; LGU's, DENR; RA's of BIO CAMP	

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating			Remark (Details of the targetted output indicators with **)	% weight	
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness			Average
			Peer reviewers/Panelists	1 ITEEM, 2 DFS	3 (1.5)	11/1.5 (733%)	ITEEM 2; DFS 9	5	5	5	5	ITEEM: EDE: PIT Scientific papers for FIMFS competing papers (2) DFS: ACIAR FLR meetings, cross visits and BSF Students webinar series	
			Resource Persons	5 ITEEM, 3 DFS	8 (4)	23/4 (574%)	ITEEM 6; DFS 17	5	5	5	5	ITEEM: Training and Workshop on Rainforestation: A Strategy on Ecosystem Based Disaster Risk Reduction on June 2-3, 2022 at Brgy. Maganhan, Baybay City; MMB (2): Rainforestation Technology; Landscape ProgramLandscape Program: Learning Visit KJGL (1): Introduction to ECO-DRR LPL (1): Nursery Establishment and Management SJC (1): Philippine Biodiversity GCF (1): Peace and Environment DFS: BSF Students webinar series, ACIAR FLR Projects, and Cross visits of Farmers	
			Convenor/Organizer	ITEEM 1, DFS 1	2 (1)	13/1 (1300%)	ITEEM 8, DFS 5	5	5	5	5	ITEEM: Training and Workshop on Rainforestation: A Strategy on Ecosystem Based Disaster Risk Reduction on June 2-3, 2022 at Brgy. Maganhan, Baybay City; ITEEM 3-day webinar series; Tree planting activity at Canigao Island; VSU Beach Coastal Clean-up; Book launching on Rainfo; Distribution of certificates of recognition to project partners; Distribution of food packs to families of Brgy. Kantagnus affected by Typhoon Agaton, Tree planting activity at Holy Spirit Parish DFS: educational cross visit with partner POs DFS: ACIAR Extension Officers & PO's Presidents, officers and members Meetings, Cross visits, and Red Cross	

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Consultancy			2	DFS 2	5	5	5	5	PASAR AND FPE	
			Evaluator	DFS	1	1/1 (100%)	DFS 1	4	4	4	4	PCAARRD	
			PI 8. Percent of extension proposals approved	ITEEM	50% (25%)	100%	ITEEM 5 (100%); DFS 3 (100%)	4	4	4	4	ITEEM: EDE: Integrated Coastal Resource Management NRM CRM 015; Upgrading of Tilapia and Freshwater Prawn Hatchery Facilities and Capacity Building to Enhance Tilapia Production and Distribution at the Visayas State University DFS: Core project, Climate Smart demo, CORA WoMangrove MMB: Mainstreaming Rainforestation Technology in the Philippines and Long-term Monitoring of RF Adopter's Farm; JOP: Development of a Province-wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception Towards the Rainforestation KALAHI-CIDDS Program in Cabucgayan, Biliran KJGL: Natural Resource Management-Based Extension Program (VSU Nature Park) Phase II: Empowerment of Local Stakeholders through Capacity Building, Relocation Survey of VSU's Agricultural Reservation and Development of Physical Land-Use and Resource Map	0.5%
			PI 11. Additional outputs *										

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			No. of farmers/PO members in Region 6, 7 and 8 communicated and advised	DFS	20	79/20(395%)		5	5	5	5	PO's in Region 7 and 8	
			Other output implementing the new normal due to covid-19	ITEEM	1	1/1 (100%)	ITEEM 1	4	4	4	4	Development of materials for online training on rainfo	
			Attendance to webinar and face-to-face meeting			11	ITEEM 11	5	5	5	5	ITEEM: EDE: Attendance to meetings as Chairperson, focal and member: 1st Regular PAMB Meeting via Zoom on Feb. 23, 2022; 3 TWG-PAMB meeting (F2F) on Feb. 11, Mar. 31 & Jun 24, 2022; Revival IMFARMC meeting for the 5th District, Leyte and Macrohon & Maasin So. Leyte (F2F) on June 22, 2022; MMB, JOP, KJGL: ELTI Funded Research: Conduct Preliminary Site Visit at the Leyte Reforestation Project at Sto.Nino, Kanangga, Leyte February 24, 2022 Planning on Establishment of Rainforestation Farm of Brgy. Bago Bato Leyte on March 5, 2022 Visit Rainforestation Farms in connection with the VSU KALAHI-CIDSS project on March 25, Cabucgayan Biliran Visit Rainforestation Farms in connection with the VSU KALAHI-CIDSS project on May 02, Cabucgayan Biliran Conduct regular site monitoring and assessment in Liptong Woodland and to establish a long term monitoring plots in Mantiquil, Siaton, Negros Oriental on June 4-12, 2022 Landscape Program: Learning Visit on June 13-15, 2022, Sponsored by Red Cross	
			Percentage of good quality broodstock of tilapia as a result of effective hatchery management	ITEEM	80% (40%)	100%	ITEEM 100%	4	4	4	4	OCC (tilapia broodstock with good quality); JOP (good quality seedlings produced and distributed)	1.5%
MFO 3 Support to Operations													
OVPI MFO 1. Faculty Development Services													

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
		PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	ITEEM	1	ITEEM 1		5	5	5	5	Ms. Angelita B. Orias on study leave for her MS Degree Program at UP, Tacloban stating 1st Sem SY 2021-2022	
		PI 2: Additional Outputs:										
		Attendance to trainings/seminars		3	ITEEM 3		5	5	5	5	EDE (2): Webinar National River Basin Summit 2022 on March 15, 2022; Online Pollution Control Officer Training from March 21-25, 2022 KJGL (1): Regional Workshop on DNA Barcoding of Common Vascular Plants in the Tropics sponsored by the (ACB) ASEAN Centre for Biodiversity in Quezon City, Philippines on April 18-22, 2022	
OVPI MFO 2. Faculty Recruitment/Hiring Services												
		PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	ITEEM 2, DFS 2	4 (2)	5/2 (250%)	ITEEM 5	5	5	5	5	Part-time instructors for the 2nd Sem. AY 2021- 2022 Conducted teaching demo & screening of part-time applicants. The following were hired as part-time instructors: FJAmestoso, JCruza, LCCeniza, KLIIsaac, Foreign GTA, Percy Charles Maguchu	####
OVPI MFO 3. Faculty Evaluation Services												

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	PI 3: Number of seminars/trainings/conventions/workshops coordinated for entire university *	1 ITEEM, 1 DFS	2 (1)	1/1 (100%)	ITEEM 1	4	4	4	4	ITEEM 3-day Webinar Series: Marine and Coastal Erosion by Dr. Humberto R. Montes, Jr.; Social Impact Studies in Relation to Climate Change by DR. Guiraldo C Fernandez, Jr.; Disaster Risk Reduction by DR. Dennis P. Peque; Geology and Pedology of Leyte Island by Dr. Victor B. Asio; and Rainforestation as a Strategy for Rehabilitating Landslide	0.25%
	PI 4: Number of seminars/trainings/conventions/workshops coordinated outside of the university *	1 ITEEM, 2 DFS	3 (1.5)	2/1.5 (133%)	ITEEM 1; DFS 1	5	5	5	5	ITEEM: Training and Workshop on Rainforestation: A Strategy on Ecosystem Based Disaster Risk Reduction on June 2-3, 2022 at Brgy. Maganhan, Baybay City; DFS: ACIAR FLR Project	0.25%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	50% ITEEM, 70% DFS	60% (30%)	100%	ITEEM 9, DFS 9	4	4	4	4	All DFS and ITEEM Faculty	0.75%
	PI 6: Number of in-house seminars/trainings/workshops/reviews conducted/attended *	3 ITEEM, 1 DFS	4 (2)	3/2 (150%)	ITEEM 2; DFS 1	5	5	5	5	Conducted workshop on ITEEM OTPs, ROAM & SWOT Analysis (Feb. 4, 2022); Workshop on 2022 OPCR Targets (Jan. 3, 2022) DFS: CPD for License Foresters	0.25%
	PI 7: Additional outputs	Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to operations support					4					0.25%
OVPI MFO 4. Program and Institutional Accreditation Services											
	Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under	Dept. Head & Faculty	Zero Non conformity	2 NC's		4	4	4	4	Complied	1.88%
	Additional Output:										
	Compliance to all requirements of the program and institutional accreditations		100% Compliant	100% Compliant		4	4	4	4	Complied	

MFO No.		Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
		On program accreditations		100% Compliant	100% Compliant		5	5	5	5	COPC for MS Forestry	
		On institutional accreditations		100% Compliant	100% Compliant		5	5	5	5	3rd IQA (ISO) Internal Audit	
		AACCUP compliance report monitored, supervised and prepared, taskforces for 2 programs (BSES & MSTREC) and change of nomenclature for BSES submitted for Level III accreditation			12	ITEEM 12	5	5	5	5	ITEEM: Key Areas compliance report (9); Programs (BSES and MSTREC) Taskforces list (2); and BSES change of nomenclature submitted (1)	
MFO 6		General Admin. & Support Services (GASS)										
		PI 1. Submission of College/Department PPMP for the following year within deadline as	CFES	submitted on time, 3	7		5	5	5	5	CFES Advanced Education, CFES Higher Education, VSU	1%
		PI 2. Zero percent complaint from clients served	ITEEM & DFS & CFES	0%	0%		5	5	5	5		2%
		PI 3. Number of coaching sessions among department heads, faculty & staff ***	CFES	6 (3)	5/3 (167%)		5	5	5	5	CFES Regular Meeting	
		PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of College/department targets ***	CFES	4 (2)	2/2 (100%)		4	4	4	4	CFES Year End Assessment; OPCR Targets for Jan-Dec 2022	
		PI 5. Number of regular executive committee meetings conducted ***	4 ITEEM, 12 DFS	16 (8)	21/8 (262%)	ITEEM 10; DFS 6; CFES 5	5	5	5	5	ITEEM conducted meetings (8) and CFES regular meeting attended (2)	
		PI 6: Additional Outputs	Dept. Head & all faculty &									
		Attendance to various virtual and face-to-face meetings	ITEEM	5 (2.5)	71/2.5 (2840%)		5	5	5	5	EDE (43); KJGL (2); EBG (14); CMB (11); OCC (1)	
		NAPB Representative	ITEEM		1		5	5	5	5	Interview, Screening and Evaluation of Applicants for Agricultural Technician position on June 8, 2022	

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating			Remark (Details of the targetted output indicators with **)	% weight	
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness			Average
			Number of activities conducted/organized, and/or actions performed as committee members/chairpersons in support to the attainment of the university's mission	ITEEM	2 (1)	20/1 (2000%)	ITEEM 20	5	5	5	5	EBG, as BAC TWG (5); OCC, as VSU CAT Proctor (1); KJGL as institute Secretary, Alumni Communicator, Graduate Focal Person, CFES/ITEEM GAD Coordinator, Department Based Guidance Facilitator (6); EDE Performs tasks assigned as SWM Chairperson (5); and as Institutional Accreditation committee taskforce member under Area 8: Infrastructure and other Learning Resources (3)	
			Designs administration/management related activities and other outputs to implement new normal	ITEEM	1	4/1 (400%)		5	5	5	5	Conducted webinar series of lectures in celebration of the 24th ITEEM Founding Anniversary; Coastal tree planting; Team building; Culmination Program by giving recognition awards to project partners	
			Number of personnel efficiently supervised and monitored	ITEEM	30 (15)	36/15 (240%)		5	5	5	5		
			Number of documents prepared, reviewed, acted upon and processed:										
			Number of outgoing ISO-aligned documents reviewed/controlled and registered	ITEEM	100+ (50+)	200+/50 (400%)		5	5	5	5		

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
	Number of faculty workloads prepared, reviewed, finalized and approved (Projected Faculty Workload, Actual Faculty Workload, Individual Faculty Workload, Actual Teaching Faculty Workload)	ITEEM & DFS	7 (3.5)	24/3.5 (686%)	ITEEM 14, DFS 10 - SY 2021-2022 2nd Semester	5	5	5	5	- Projected Faculty Workload (1-with the part-time's; 1-adjusted workloads for renewal of Longatang & Orias, based on the request for additional instructors); - Individual Faculty Workload (4 regular, 4 part-time, 2 GTA); - Report of Actual Teaching Loads (2)	
	Number of OPCR and IPCR prepared, reviewed, acted, consolidated, and submitted	DFS & ITEEM	24 (12)	81/12 (675%)	ITEEM 57; DFS 24	5	5	5	5	-OPCR & IPCR accomplishments + exhibits for IPCR, Jul-Dec 2021; -OPCR & IPCR targets, Jan-Dec 2022	
	Number of contracts for JO personnel, prepared and acted	ITEEM	10 (5)	74/5 (1480%)		5	5	5	5		
	Number of project/research, and affiliate faculty appointments prepared and acted	ITEEM	40 (20)	130/20 (650%)		5	5	5	5	- Res. and ext. appointments (incl. recommendation and OP appointment for each appointee) (129); - Affiliate faculty appointments (1 only, as others' appointments took effect beg. the 1st sem of the current SY)	
	Number of memoranda, notices, communications prepared, reviewed and acted	ITEEM	10 (5)	80+/5 (1600%)		5	5	5	5		
	Number of documents for travel of personnel prepared and acted	ITEEM	40 (20)	141/20 (705%)		5	5	5	5		
	Number of documents for the acquisition of office/field/laboratory supplies, materials etc., prepared and acted	ITEEM	40 (20)	50+/20 (250%)		5	5	5	5		
	Number of documents filed, and retrievable in 3-5 minutes	ITEEM	50 (25)	Files, 1-3 mins. Retrieval		5	5	5	5		
	Number of reports reviewed, finalized, consolidated, laid-out/designed	ITEEM	1	2/1 (200%)		5	5	5	5	EBG: Annual Report 2021 (1, ongoing); PASAR Assessment Report (1)	

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Number of IMs, IEC materials, markers, posters, signages etc., conceptualized, designed and laid-out for administration, instruction, research and extension functions of the Institute	ITEEM	3 (1.5)	79/1.5 (5267%)		5	5	5	5	TED Marker (1); Signage, "No Fishing" (1); Biodiversity Center logo designs (13); Biodiversity Center label designs (2); Biodiversity Center letterhead and branding designs (3); VSU-Nagoya Lab label (1); IMFARMC/SWELA Meeting backdrop (1); Draft, BSES brochure (1); ITEEM Anniversary: Certificate designs (2); Mugs (42); Culmination Program backdrop (1); FB page banner (3); Clean up drive (1); Program (1); Tree planting activity banner (1); VSU personnel IDs (6)	
			Number of report on the status of project and general fund allocations submitted quarterly to the Director	ITEEM	2 (1)			5	5				
			Number of outgoing documents/ communications reviewed, recorded and forwarded to concerned offices and/or processed	ITEEM	100+ (50+)	200+/50 (400%)		5	5	5	5		
			Number of incoming documents stamped and countersigned received	ITEEM	50 (25)	80/25 (320%)		5	5	5	5		
			Number of fund allocations monitored (project, and general funds)			8		5	5	5	5	CHED; NRCRM; NRTSP; Kalahi; Nature Park; NRM P1719-3; Aquilaria project; and, ITEEM funds	
			Number of financial reports on the status of the project and general fund allocations submitted to the project leaders and the ITEEM Director, respectively (at least by quarter)			1		5	5	5	5	ITEEM General Funds	
			Number of promptly acted and/or efficiently relayed messages/ phone calls and e-mails received	ITEEM	100+ (50+)	50/50 (100%)		5	5	5	5		
			Number of diving tasks conducted in assistance to the extension and research functions of the Institute	ITEEM	15 (7.5)	40/7.5 (533%)		5	5	5	5		

MFO No.			Success/Performance Indicator (PI)	Units/Persons Responsible	Consolidated Targets from DFS & ITEEM	Actual		Rating				Remark (Details of the targetted output indicators with **)	% weight
						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Number of SCUBA tanks filled for research and extension use	ITEEM	10 (5)	104/5 (2080%)		5	5	5	5		
			Number of driving tasks completed and served with utmost safety	ITEEM	30 (15)	41/15 (273%)		5	5	5	5		
			Number of documents reproduced/ photocopied in compliance to specific requirements	ITEEM	100+ (50+)	100+/50 (200%)		5	5	5	5		
			Percentage of functionality of office/lab equipment monitored and maintained	ITEEM	90% (45%)	45/45 (100%)		5	5	5	5		
			Percentage daily of cleaning and tidying-up of office and its surroundings conducted	ITEEM	90% (45%)	45/45 (100%)		5	5	5	5		
			Zero report and/or claims on negligence of office's safety, due to cautious inspection conducted daily before office closes	ITEEM	No report/claims received	No report/claims received		5	5	5	5		
			Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies *	CFES; DFS; ITEEM				5	5	5	5	Informal discussions with faculty & staff; openline/virtual meetings as need arises	2%
Total Over-all Rating											5.65		
Average Rating						8.10%					4.83		
Adjectival Rating											Outstanding		

Received by:

TONI MARC L. DARGANTES

Planning Office
Date: AUG 19 2022

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT
Date: _____

Approved:

EDGARDO E. TULIN *ow*

University President
Date: 8/23/22

- * The College target should be equal to the consolidated target of the departments under the College.
- ** To indicate in the remarks column the details of the targetted outputs for easy review and calibration.
- *** No percentage weight for ranking purposes since the Office of the Dean is automatically attached to the highest ranking department under him.