



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													

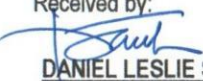
	On-line ready courseware		RMRM	1	100.00%	1/1	5	5	4	4.667		
	Flexible instructional materials											
	Assessment tools											
	Syllabus		BSB	1	200.00%	2/1	5	5	4	4.667	Syllabus in Biol 215 and Biol 217	
	PI 10: Number of virtual classrooms created and operationalized		BSB, RDP, BLAR, RMRM, HVO	5	100.00%	5/5	5	5	5	5	Botn 215, Botn 217, Biol 205, Biol 227	
MFO 2	HIGHER EDUCATION SERVICES (50%)											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		Dept. Head & Faculty	NA								7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty	80%	118%	95/80	5	5	5	5	Of the 47 graduates, 2 cannot be contacted, but 44 are employed and 1 is currently pursuing graduate studies.	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		Dept. Head & Faculty	BSBio-100; BS Marine Bio-50	BSBio - 144%; BS Mar Bio- 112%	BSBio - 142; BS Marine Bio- 56	5	5	5	5	BS Bio=142/100; BS Marine Bio=56/50	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty	50%	100%	50/50	5	5	5	5	DBS offers BS Bio and BS Marine Bio. BS Bio is for Level IV evaluation but BS Marine Biology is not yet eligible to undergo AACUP accreditation because it is a new program offering and no graduates yet are produced.	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		Dept. Head & Faculty	100	358.06%	358.06	5	5	5	5		20%
	PI 8: Number of students advised: *		Dept. Head & Faculty									
	On thesis/ field practice/special problem		Dept. Head & Faculty	30.00	1.00	30/30	5.0	5.0	5.0	5.0		1%

	No. of approved manuscript submitted within prescribed period											1%
	On consultation (academic adviser)	Dept. Head & Faculty	100	204.00%	204/100	5.0	5.0	5.0	5.0	204 students advised/100 target		0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty										
	Student organizations advised		1	200.00%	2/1	5.0	5.0	5.0	5.0	Advise OBioS and CAS-SSC =2		1.25%
	Student organizations assisted on student related activities	EKLS	1	100.00%	1/1	5.0	5.0	5.0	5.0	Assisted CAS-SSC in implementing student related activities during the CAS-Month; Participated during the BioWeek Celebration (part of the committee)-EKS		1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty										10%
	On-line ready courseware	Dept. Head & Faculty	10	410.00%	41/10	5.0	5.0	4.0	4.7	Please see attached list		
	Flexible instructional materials	Dept. Head & Faculty										
	Assessment tools (long quiz, exams, problem sets)	Dept. Head & Faculty										
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	10	390.00%	39/10	5.0	5.0	5.0	5.0	Please see attached list		
	PI 11: Additional Outputs	Dept. Head & Faculty										
	Number of workshops attended related to instruction	Dept. Head & Faculty	1	200.00%	2/1	5.0	5.0	5.0	5.0	Please attached see list		
	Number of syllabus made/revised	Dept. Head & Faculty	5			5.0	5.0	4.0	4.7	Please see attached list		
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										2%
	PI 2. Number of research outputs completed/conducted within the year *	Dept. Head & Faculty	10	260.00%	26/10	5.0	5.0	4.0	4.7	Please see attached list		2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty	4	150.00%	6/4	5.0	5.0	5.0	5.0	Please see attached list		

	PI 5. Number of technical/expert services *	Dept. Head & Faculty											1%
	Research Mentoring												
	Peer reviewers/Panelists												
	Resource Persons												
	Convenor/Organizer												
	Consultancy	HRM	1	100%	1/1							Engagement with PASAR, Isabel	
	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 *	SAC, RDP, CCB, BLAR	4	100.00%	4/4	5.0	5.0	4.0	4.7				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	5									July-December accomplishment	0.125%
	OVPI MFO 3. Faculty Evaluation Services												
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty											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	85	118.00%	100/85	5.0	5.0	5.0	5.0			See attached summary evaluation	0.75%

	PI6 : Number of in-house seminars/trainings/workshops/reviews conducted *	Dept. Head & Faculty	1	200.00%	2/1	5.0	5.0	5.0	5.0	Conducted syllabus making workshop and Research proposal writing to DBS faculty	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	0	100.00%	0	5.0	5.0	5.0	5.0	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	1							July-December accomplishment	1%
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff									2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	1							July-December accomplishment	
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	1	100.00%	1/1	5.0	5.0	5.0	5.0		
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	6	167.00%	10/6	5.0	5.0	5.0	5.0	Conducted regular monthly meeting and special meetings	
	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 *									explain here briefly why consider said department practice can be considered as a best practice	2%
Total Over-all Rating						157.000					
Average Rating						4.906					
Adjectival Rating						Outstanding					

Received by:


DANIEL LESLIE S. TAN

Planning Office

Date: _____

Calibrated by:


REMBERTO A. PATINDOL

Chairman, PMT

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS

Vice Pres. for Academic Affairs

Date: 9/21

Approved:


EDGARDO E. TULIN

President

Date: 9/24/11

- * 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

List of Publications of DBS faculty for January-June 2021:

Author/s	Title	Journal/Book
Jefferson Marteja and Ris Menoel R. Modina	1) Melanomacrophage Centers in Nile Tilapia (<i>Oreochromis niloticus</i> L.) as Biomarker for Carbamate Exposure"	Web of Science (formerly ISI) indexed Journal of Environmental Science and Management (JESAM). Vol 24, No.1 https://ovcre.uplb.edu.ph/.../inde.../JESAM/article/view/566
Humberto Montes Jr.	2) Genomic signatures of spatially divergent selection at clownfish range margins" 3) Persistence of a reef fish metapopulation via network connectivity: theory and data	Web of Science and Scopus indexed journal published by Royal Society of London. Vol 288 https://doi.org/10.1098/rspb.2021.0407 Ecology Letters https://doi.org/10.1111/ele.13735 Vol 24, No.6
Beatriz S. Belonias	4) Changes in the nutritional composition of okra fruit and seed during early development"	Annals of Tropical Research (ATR). Vol 43, No. 1 https://annalsoftropicalresearch.com/current-issue/
Jayzon G. Bitacura	5) Heavy metal tolerance of filamentous fungi from the sediments of Visayas State University wastewater pond	Annals of Tropical Research (ATR). Vol 43, No.1 https://annalsoftropicalresearch.com/heavy-metal.../
Berna Lou Regis	6) Draft Genome Sequence of the Phosphate-Solubilizing Rhizobacterium Burkholderia pseudomultivorans Strain MPSB1, Isolated from a Copper Mined-Out Site"	journal Microbiology Resource Announcements (MRA)!

<p>Julissah Evangelio, Humberto Montes Jr. Alistair de Cruz</p>	<p>7) Effects of salinity and light conditions on the survival of brown seaweed <i>Sargassum ilicifolium</i> (Turner) C. Agardh during early development</p>	<p>IOP Conference Series: Earth and Environment Science 756(2021) 012027</p>
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List of Research and Extension projects of DBS Faculty fro January – June, 2021

Project Title	Source of Funds	Researcher/s Involved
Research		
Understanding the Societal Knowledge, Attitude and Practices on Long-tailed Macaques and their habitats in Selected Tourist Areas in Mindanao and Leyte Islands	101T 20201050 10.6.22, DOST-NRCP	Project Leader: Ris Menoel R. Modina Project Staff: Fretzeljane O. Pogado
Biodiversity of Marine Flora and Fauna in Artificial Reefs of Baybay City and Selected Municipalities of the 5 th district of Leyte (CRM) <ul style="list-style-type: none"> ➤ Study 2-Species Composition, Abundance and Succession of Invertebrates (including meiofauna) in Artificial Reefs ➤ Study 3- Species Composition, Abundance and Succession of Fishes in Artificial and natural Reefs ➤ Study 4- Species Composition, Abundance and Succession of Corals in Artificial and Natural Reefs ➤ Study 5- Spill-over Effect of Fishes from Marine sanctuaries and Fish Catch Monitoring 	NRM-ITM-1517, VSU	Project Leader: Humberto R. Montes Jr. Study Leader: Fretzeljane O. Pogado Study Leader: Art Russel R. Flandez Co-study leader: Senona Cesar, Ris Menoel R. modina Study leader: Humberto R. Montes
Biological and Socio-ecological Characterization of Major River Systems in Leyte <ul style="list-style-type: none"> ➤ Bacteriological Quality of the Water and sediments of the Major River Systems in Leyte ➤ Freshwater Fishes of the Major River Systems in Leyte 	ISR-CAS.BS-11, VSU	Project leader: Beatriz S. Belonias Study leader: Jayzon Bitacura Study leader: Art Russel R. Flandez

<ul style="list-style-type: none"> ➤ The Riparian Flora of the Major River Systems in Leyte ➤ Benthic Macroinvertebrates in Major River Systems in Leyte ➤ Plankton Communities in Major River Systems in Leyte 		<p>Study Leader: Beatriz S. Belonias</p> <p>Study leader: Analyn M. Mazo</p> <p>Study Leader: Eunice Kenée L. Seríño</p>
<p>Characteristics, Mineral Stresses, and Management of Acid Soils for Sustainable Crop production</p> <ul style="list-style-type: none"> ➤ Study 2- Morpho-anatomical and physiological responses and adaptations of selected crops to mineral stresses in acid soils 	VSU-IP-2021-2	<p>Study leader: Beatriz S. Belonias</p>
Extension		
<p>Integrated Coastal Resource Management in Southern Camotes Sea and Selected Municipalities of Leyte</p> <ul style="list-style-type: none"> ➤ Component 2- Strengthening CMFARMs, BFARMs & POs in Participatory Coastal Resource Assessment (PCRA) and Information, Education and Advocacy on Coral Resource in 5th District of Leyte (Baybay City, Inopacan, Hindang, Hilongos, Bato and Matalom) ➤ Component 3- Strengthening CMFARMs, BFARMs & POs in Participatory Coastal Resource Assessment (PCRA) and Information, 	NR-CRM-015, VSU	<p>Project Leader: Humberto R. Montes Jr.</p> <p>Component Leader: Senona A. Cesar</p> <p>Component leader: Art Russel R. Flandez</p>

List of Syllabus made by DBS Faculty members

	Subject	Submitted	Approved	
1	MarB 115	Submitted	29-Jan-21	
2	Biol 11	Submitted	29-Jan-21	
3	MarB 113	Submitted	29-Jan-21	
4	Ecol 115	Submitted	02-Feb-21	
5	Ecol 142n	Submitted	02-Feb-21	
6	Zool 11	Submitted	29-Jan-21	
7	ScTs 11	Submitted	04-Feb-21	
8	MarB 11	Submitted	01-Feb-21	
9	Ecol 172	Submitted	03-Feb-21	
10	Zool 125	Submitted	02-Feb-21	
11	Bci 103	Submitted	02-Feb-21	
12	MarB 117	Submitted	02-Feb-21	
13	Biol 138n	Submitted	02-Feb-21	
14	MarB 13	Submitted	02-Feb-21	
15	Zool 21	Submitted	02-Feb-21	
16	Biol 132	Submitted	03-Feb-21	
17	Zool 115	Submitted	03-Feb-21	
18	Biol 123n	Submitted	03-Feb-21	
19	Biol 22e	Submitted	03-Feb-21	
20	Zool 128	Submitted	03-Feb-21	
21	Bsci 101	Submitted	03-Feb-21	
22	Biol 25	Submitted	03-Feb-21	
23	BcSci 104	Submitted	03-Feb-21	
24	EaSc 106e	Submitted	03-Feb-21	
25	Botn 124	Submitted	under review	
26	BOT 215	Submitted	03-Feb-21	
27	BOTN 217	Submitted	03-Feb-21	
28	Biol 238	Submitted	20-Apr-21	
29	Zool 117	Submitted	18-May-21	
30	MarB 18	Submitted	14-May-21	
31	MarB 110	Submitted	Under review	
32	MarB 138	Submitted	06-Jul-21	
33	Ecol 21n	Submitted	Under review	
34	ScTS 11b	Submitted	04-Feb-21	
35	Zool 128	Submitted	03-Feb-21	
36	Biol 25	Submitted	03-Feb-21	
37	Biol 138	Submitted	02-Feb-21	
38	BSci 101	Submitted	03-Feb-21	

Courseware created by DBS faculty

Author	Title of Courseware
EKLSeriño	1)EaSci 106, 2) ScTS
FOPogado	1) Zool 128, 2)BSci 103, 3)Zool 11, 4)Zool 125, 5)MarB16, 6)MarB15,
JCEvangelio	1) Ecol 21n
JGBitacura	1) MarB 13
JAJeve	1) Bsci 102 lab & 2) Biol 138n lab
MSSRosal	1) Micr 24 Lab, 2) Biol 25 Lab and 3) BSci 101 Lab
RJDumalan	1) Biol198n, 2) MarB138 and 3) ScTS 11b; Laboratory: 4) MarB138, 5) MarB 112
AMMazo	1) MarB 115 2) Zool 117
ARRF	1) Biol 152 (Marine Ecology); 2) MarB 111 (Chemical & Biological Oceanography); 3) MarB 117 (Marine Vertebrates); 4) MarB 124 (Marine Ecol for BSMB); 5) MarB 198 (Elements of Research); contributor for 6) ScTS 11, 7) Zoology 11 and 8) Zoology 21
SACesar	1) ScTS 11b 2) Ecol 21n, 3) Zool 128 ; 4) Ecol 21n 5) Zool 128
RMModina	1) Biol 127s, 2) Biol 127n, and 3) Biol 227
KMMRamonedas	1) InBt 113 lab, 2) Zool 122 lec, 3)Zool 122 lab, 4) Bsci 101 lec

Virtual classroom created by DBS faculty

Author	Name of Virtual Classroom
EKLSeriño	1)Ecol 115,2) Ecol 172; 3)EaSc 106; 4) Ecol 152n; 5)Ecol 183
FOPogado	1)Zool 128, 2)BSci 103,3) Zool 11, 4)Zool 125, 5)MarB16, 6)MarB15, 7)Biol127s
JCEvangelio	1) Ecol 21n, 2) ScTS 11
JGBitacura	1) MarB 112, 2) Bsci 102, 3) Micr 24 and 4) Biol 138n
JAJeve	1) ScTS 11b, 2) Biol 138n, 3) Bsci 102, 4) Bsci 101
ARRFlandez	1) Biol 152 (Marine Ecology); 2) MarB 111 (Chemical & Biological Oceanography); 3) MarB 117 (Marine Vertebrates); 4) MarB 124 (Marine Ecol for BSMB); 5) MarB 198 (Elements of Research)
AMMazo	1) MarB 115, 2) Zool 117
SACesar	1) ScTS 11; 2) Ecol 21n with Lec and Lab ; 3) Zool 128 with Lec and Lab
HRMontes	1) MarB 110
RMModina	1) Biol 127s, 2) Biol 127n, and 3) Biol 227
TDSBelonias	1) Botn 141
RDPoliquit	1) Botn 113, Botn 115, and Biol 25
KMMRamondea	1) Zool 122, 2) Bsci 101



TEACHING PERFORMANCE EVALUATION Summary by Department

Department: Dept. of Biological Science

College: College of Arts and
Sciences

Semester and Academic Year: First Semester 2020-2021

Faculty name	Number of classes	Numerical Rating	Percentile Rating	Descriptive Rating
ANALYN MENDOZA MAZO	3	5.00	100.00 %	Outstanding
ART RUSSEL REOMA FLANDEZ	7	4.60	92.00 %	Outstanding
BEATRIZ SATENTES BELONIAS	8	4.80	96.00 %	Outstanding
BERNA LOU ABA REGIS	10	4.00	80.00 %	Very Satisfactory
ERN OLIVER CARREON BALONDO	10	4.05	81.00 %	Very Satisfactory
EUNICE KENEE LABONITE SERIÑO	5	5.00	100.00 %	Outstanding
FRANCIA MARIE DOSDOS JOSE	8	4.00	80.00 %	Very Satisfactory
FRETZELJANE OLOR POGADO	9	4.67	93.33 %	Outstanding
HONEYLENE VALENZONA ONGY	4	4.50	90.00 %	Outstanding
JANNIEL UDTUHAN FLANDEZ	13	3.85	76.92 %	Very Satisfactory
JAYZON GASPAY BITACURA	4	4.50	90.00 %	Outstanding
JEFFRY A. JEVE	5	4.40	88.00 %	Very Satisfactory
JULISSAH CASTRO EVANGELIO	6	4.60	92.00 %	Outstanding
KYZA MAE M. RAMONEDA	5	4.00	80.00 %	Very Satisfactory
MA. SHERLITA SERVIDOR ROSAL	6	4.33	86.67 %	Very Satisfactory
RAFAEL JUNNAR PARILLA DUMALAN	8	4.00	80.00 %	Very Satisfactory
RIS MENOEL ROMEN MODINA	7	4.38	87.50 %	Very Satisfactory
ROSALINA DIALIMAS POLIQUIT	5	4.30	86.00 %	Very Satisfactory
SENONA ARAZO CÉSAR	9	4.83	96.67 %	Outstanding
TED DOMINIQUE S. BELONIAS	6	4.17	83.33 %	Very Satisfactory
Department Mean		4.40	Very Satisfactory	

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: 7/8/21

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: 7/27/21

Vision: A globally competitive university for science, technology, and environmental conservation.
Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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FM-ODI-12

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STATE UNIVERSITY

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[Signature]
ANALYN MENDOZA MAZO

Name and Signature of Department head

Date: 7/9/2021

[Signature]
MA. THERESA POSAS LORETO

Name and Signature of College head

Date: 7/9/2021

Distribution of copies: ODIE, College, Department

Vision: A globally competitive university for science, technology, and environmental conservation.
Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.