



**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 July - December 2022.

**DENNIS P. PEQUE**

Dean, CFES

Date: 1/27/23

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: \_\_\_\_\_

**RECEIVED**  
009-297

08 FEB 2023



INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):			RDE Commitments***		
Personnel	Number	Total FTE	Research	Publication	Extension
Department Head	2	34.0	1.0	1	1
Faculty w/ Univ. Designated Position	5	96.0	3.0	3	3
Regular Faculty (VSL)*	8	54.0	5.0	3	6
Regular Faculty (TLS)*	1	90.0	0.0	1	0
Part time Faculty	6	36.0	0.0	0	0
Admin Staff Members	10				
<b>TOTAL:</b>		<b>310</b>	<b>9.0</b>	<b>8</b>	<b>10</b>

**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		
<b>MFO 1</b>	<b>ADVANCED EDUCATION SERVICES (20%)</b>										
	<b>OVPI MFO 1. Graduate Degree Program Management Services</b>										
	<b>1 PI 1.</b> 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)							JOPogosa is scheduled for PhD program on Oct 2023.	

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						% 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)	DFS, ITEEM	57% (28.5%)	10/4 (250%)	4 ITEEM, 6 DFS	5	5	5	5	<b>EDE: CHED Research Program:</b> - Seagrasses and Seaweeds of Camotes and Cuatro Islands; 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 <b>MMB:</b> Ecological Assessment and Conservation of Aquilaria malaccensis Through Sustainable Agarwood Production in Leyte and Biliran Islands, Philippines (EcoSAP) <b>JOP:</b> Ecological Assessment and Conservation of Aquilaria malaccensis Through Sustainable Agarwood Production in Leyte and Biliran Islands, Philippines (EcoSAP) <b>KJGL:</b> Ecological Assessment and Conservation of Aquilaria malaccensis Through Sustainable Agarwood Production in Leyte and Biliran Islands, Philippines (EcoSAP)	
		c.	producing technologies for commercialization or livelihood improvement	ITEEM, DFS	50% (25%)	5/2 (250%)	1 ITEEM; 4 DFS	5	5	5	5	<b>ITEEM:EDE:</b> Propagation of native forest seedlings; Production of Tilapia fingerlings <b>DFS:</b> Clonal Nursery, FLR, Climate Smart Upland Agroforestry, CORE ToT	
		d.	whose research resulted in an extension program	DFS, ITEEM	100% (50%)	3/2 (150%)	1 ITEEM; 2 DFS	5	5	5	5	<b>ITEEM:EDE:</b> Rainforestation Technology; Artificial Reef as alternative to Coral Reef; <b>DFS:</b> Climate Smart Upland Agroforestry, CORE ToT	
			<b>OVPI MFO 2. Graduate Student Management Services</b>										
			<b>PI1:</b> Percentage of graduate students enrolled in research degree programs *	DFS/ITEEM	100%	100%	(22 students-MSFor, 11	4.5	4.5	4.5	4.5	MSFor & MSTrec SY 2022-2023 1st Semester	2%
			<b>PI2:</b> Percentage of accredited graduate programs *	DFS/ITEEM	100%	100%		4.5	4.5	4.5	4.5	MSTREC & MSFor are waiting for AACUP Level III Result and COPC Compliant	2%



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					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
		<b>PI 3:</b> Number of graduate degree specializations offered and monitored *	DFS/ITEEM	2	2 (100%)		4.5	4.5	4.5	4.5	MSFor & MSTrec	2%
		<b>PI 4:</b> Total FTE coordinated, implemented & monitored *	ITEEM, DFS	16.75 (8.38)	11.91/8.38 (142.12%)	5.57 ITEEM; 6.34 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 JOP (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); <b>MS Forestry subjects</b> (FOR 211, FOR 224, FOR 227, FOR 269, FOR 205)	2%
		Number of INC forms with grade submitted within prescribed period	MMB	1	TREC 299		5	5	5	5		
		<b>PI 5:</b> Percentage increase in number of graduate students enrolled *	ITEEM, DFS	7% (3.5%)	ITEEM -18.75; DFS-21, 39.75/3.5 (1135%)	MSTREC-1st Sem 2022-2023: (18.75%) (RYgot, MNIerve, FAmestos o)	4.5	4.5	4.5	4.5	1st Sem, SY 2022-2023 (3 new students) off	2%
		<b>PI 6:</b> Percentage increase in number of students who graduated within prescribed period *	DFS,ITEEM	13% (6.5%)	1/6.5 (15.38%)	1 ITEEM	5	5	5	5	GCFernandez	2%
		<b>PI 7:</b> Number of graduate students awarded with honors/distinction *	DFS	2	3/2 (150%)	3 DFS	5	5	5	5	DOST Scholars (Omoso, Doria, Paña)	2%
		<b>PI 8:</b> Number of graduate students advised *									Academic Adviser, GAC Chairman, GAC Member, Consultation Purposes	2%
		Number of graduate students advised as academic adviser	ITEEM, DFS	22 (11)	28/11 (254.54%)	ITEEM 16, DFS 12	5	5	5	5	ITEEM:Some of the academic advisers are affiliate faculty; MS Forestry students	
		Number of students advised on thesis as GAC Chairman	ITEEM		13	ITEEM 13	5	5	5	5	EDE (Latoreno, Jose) MMB (Albarico, Isaac, Fernandez, Tulin, Florentino, Pelino & Gundemaro) GCF (Loreto & Clavite) HRM (Collander) BSC (Katangkatang)	

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						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Number of students advised on thesis as GAC Member	ITEEM		10	ITEEM 10	5	5	5	5	MMB (Loreto, Latoreno & Clavite) JOP (Tulin, Katangkatang, Gundemaro) KJGL (Pelino, Gundemaro) AEP (Katangkatang) ABP (Pelino)	
			Number of students entertained for consultation purposes			57	All Academic and GAC Chair and members	5	5	5	5	ITEEM: MMB (16); EDE (10); JOP (9); KJGL (8); GCF (7); HRM (3); RSC (1); ABP (1); AEP (2)	
			PI 9: Number of instructional materials developed *	Dept. Heads & Faculty								1st Sem SY 2022-2023	
			On-line ready courseware	ITEEM, DFS	4 (2)	17/2 (850%)	ITEEM 11, 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	
			Flexible instructional materials	ITEEM, DFS	4 (2)	19/2 (950%)	ITEEM 11, DFS 8	4.5	4.5	4.5	4.5	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	ITEEM	4 (2)	26/2 (1300%)	ITEEM 26; DFS 23	4.5	4.5	4.5	4.5	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	ITEEM, DFS	17 (8.5)	31/8.5 (364.7%)	ITEEM 20, DFS 11	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, 1 written exam; JOP (1 ppt, 1 oral exam, 1 sustainability analysis report); KJGL (1 Analysis report, 1 Oral presentation/exam & 1 Paper Critique, written exam); GCF (1 Oral presentation); HRM (1 Oral report, 1 Exam, 1 Vensim Report) DFS: AEP	
			PI 10: Number of virtual classrooms created and operationalized	ITEEM, DFS	7 (3.5)	17/3.5 (485%)	11 ITEEM, 6 DFS	4.5	4.5	4.5	4.5	MMB (Trec 208, 209, 299); EDE (TREC/Biol 205, 209); JOP (Trec 208, 209); KJGL (Trec/Biol 205); VBA (Trec 207 GCF (Trec 206); HRM Trec 208)	



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				% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
MFO 2	HIGHER EDUCATION SERVICES (50%)										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	DFS	52% (26%)	76%		5	5	5	5	BS Forestry Graduates	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *	ITEEM	56% (28%)	100%	BSEM Graduates	4.5	4.5	4.5	4.5	M. Pacaldo and C. Cala	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	DFS & ITEEM	100%	100%	BSF 160, BSEM 10, BSES 120	4.5	4.5	4.5	4.5	BSF, BSES & BSEM	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	DFS & ITEEM	100%	100%	BSEM (AACUP)	4.5	4.5	4.5	4.5	BSF, BSES & BSEM	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Heads & Faculty	DFS	44.60	85.88/44.6 (192.56%)	5	5	5	5	BS Forestry Subjects	20%
	Actual FTE	ITEEM	85 (42.5)	392.2/42.5 (922.82%)	1st Semester 2022-2023 (225.85) Core Faculty: MMB (22.35); EDE (7); JOP (11.35); KJGL (18.2); Part-time Instructors: (166.35) LCC (51.45); EMN (40.95); ACM (54.30); KNF (10.65); PCM (9)	5	5	5	5	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); EMN (Envi 11: 40.95); ACM (Envi 11: 54.30)	

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						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Number of grade sheets submitted within prescribed period	ITEEM	5 (2.5)	92/2.5 (3680%)	Core Faculty: (25) EDE (2;1); MMB (3; 4); JOP (3; 3); KJGL (5; 4) Part-time Instructors: (67) FJA (8); LCC (8;10); KLI (8); JAC (8); PCM (2) KNF (2), ACM (11), EMN (10)	5	5	5	5	Core Faculty: EDE (Envi 124, 115n); MMB (Envi 198, 116n, Envi 113n, Envi 121n); JOP (Envi 118n, 199, Envi111n,Envi 119n); KJGL (Envi 110, 114n, Envi 11e, Envi 111e)  Part-time Instructors: FJA (Envi 11; 110) LCC (Envi 11; 110); KLI (Envi 11; 110); JAC (Envi 11; 110); KNF (Envi 116n); PCM (Envi 11); EMN (Envi 11); ACM (Envi 11)	
			Number of INC forms with grades submitted within prescribed period	ITEEM	3 (1.5)	15/1.5 (1000%)	MMB (4 deferred; 4 INC) KJGL (6 INC) JOP (1 INC)	5	5	5	5	MMB-Envi 198 KJGL- Envi 114, Envi 110 JOP-Envi 119n	
			Number of trainings attended related to instruction	ITEEM	1	20/1 (2000%)	Core Faculty: EDE (4); MMB (1); JOP (1); KJGL (4) Part-time Instructors: LCC (2); EMN (2); KNF (2); PCM (2), ACM (2)	5	5	5	5	1. Mandatory Orientation and Re-Orientation of Academic Advisers, Department Enrolment Focal Persons, and College Hotline Agents- August 28, 2022; 2. VSU Faculty Onboarding "Padayon sa Panaghiusa VSU" 1st semester AY 2022-2023; 3. VSU Newly- Hired Faculty Onboarding and Training Workshop on VSU-E-Learning Environment September 8-9,2022; 4. The landscape of Blended Learning in New Normal December	



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						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Number of long exams administered and checked	ITEEM	15 (7.5)	6724/7.5 (89653%)	Core Faculty: 952 EDE (80; 64); MMB (67;134; 64); JOP (72; 48; 55); KJGL (368)  Part-time Instructors: (5772) FJA (460); LCC (748; 686; 343); KLI (720); JAC (544); KNF (33; 120; 60), ACM (566; 268), EMN (536; 268), PCM (240; 120; 60)	5	5	5	5	Core Faculty: EDE (Envi 124, 115n); MMB (Envi 198, 116n, Envi 113n, Envi 121n); JOP (Envi 118n, 199, Envi111n,Envi 119n); KJGL (Envi 110, 114n, Envi 11e, Envi 111e) Part-time Instructors: FJA (Envi 11; 110) LCC (Envi 11; 110); KLI (Envi 11; 110); JAC (Envi 11; 110); KNF (Envi 116n); PCM (Envi 11); EMN (Envi 11); ACM (Envi 11)	
			Number of quizzes and assignments administered and checked	ITEEM	50 (25)	10667/25 (42668%)	Core faculty (1833) EDE (120; 160); MMB (272; 124); JOP (174); KJGL (528; 455)  Part-time Instructors: (8834) FJA (651); LCC (902;1715); KLI (942); JAC (984); PCM (360; 300), KNF (300), ACM (1340), EMN (1340)	5	5	5	5	Core Faculty: EDE (Envi 124, 115n); MMB (Envi 198, 116n, Envi 113n, Envi 121n); JOP (Envi 118n, 199, Envi111n,Envi 119n); KJGL (Envi 110, 114n, Envi 11e, Envi 111e) Part-time Instructors: FJA (Envi 11; 110) LCC (Envi 11; 110); KLI (Envi 11; 110); JAC (Envi 11; 110); KNF (Envi 116n); PCM (Envi 11); EMN (Envi 11); ACM (Envi 11)	

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						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Number of lab reports and term papers checked and graded	ITEEM	5 (2.5)	1924/2.5 (76960%)	Core Faculty 568 EDE (60; 124); JOP (72) KJGL (312)  Part-time Instructors: (1356) FJA (508); LCC (246); KLI (190); JAC (259); KNF (153)	5	5	5	5	Core Faculty: EDE (Envi 124, 115n); MMB (Envi 198, 116n, Envi 113n, Envi 121n); JOP (Envi 118n, 199, Envi111n,Envi 119n); KJGL (Envi 110, 114n, Envi 11e, Envi 111e) Part-time Instructors: FJA (Envi 11; 110) LCC (Envi 11; 110); KLI (Envi 11; 110); JAC (Envi 11; 110); KNF (Envi 116n);	
			<b>PI 6:</b> Number of students advised: *	Dept. Heads & Faculty									
			As academic adviser	ITEEM	50 (25)	186/25 (744%)	EDE (43); MMB (43); JOP (54); KJGL (46)	5	5	5	5		
			On thesis/ field practice/special problem	DFS, ITEEM	20 (10)	82/10 (820%)	ITEEM 36; DFS 46	5	5	5	5	EDE (6); MMB (6); JOP (3); KJGL (7) Affiliate Faculty: GCF (3); BAP; (2); RJD (4); Genotiva (1), Flandez (1), Peque (1), Pajares (1), Bellezas (1) ;BSF Students (Field Practice & Thesis)	
			As SRC chairman	ITEEM	10 (5)	33/5 (660%)	EDE: 4; MMB: 11; JOP: 7; KJGL:1; GCF: 8; JCE: 1; ZAC: 1	5	5	5	5	The SRC chairman of other BSEM students are affiliate faculty. EDE (Mades, Merafuentes, Castañias, Moralda); MMB (Jagonos, Lee, Magpatoc, Ongca, Oplehida, Requitillo, Abrillo, Canciller, Cuares, Gratil, Montecillo);JOP (Cosares, Acuyong, De Dios, Into, Macale, Maruya, Sanchez); KJGL(Cagoyong) GCF ( Agsoy, Autentico, Ceño, Cinto, Lapinig, Patricio, Pening, Loayon) JCE ( Payot) ZAC ( Moso)	1%



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						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			As SRC member	ITEEM	10 (5)	31/5 (620%)	EDE: 1; MMB: 1; JOP: 14; KJGL:12; RM: 1; RD: 1; ZAC: 1	✓	✓	✓	✓	The SRC member of other BSEM students are affiliate faculty. EDE (Sanchez); MMB (Cinto); JOP (Merafuentes, Moralda, Agsoy, Lapinig, Loayon, Jagonos, Lee, Magpatoc, Abrillo, Canciller, Cuares, Gratil, Montecillo, Cagoyong); KJGL (Patricio, Pening, Ongca, Oplehida, Requitillo, Cosares, Acuyong, De Dios, Into, Macale, Maruya, Moso); RM (Mades); RD (Payot); ZAC (Castañas)	
			No. of approved manuscript submitted within prescribed period	ITEEM 10, DFS 15	25 (12.5)	25/12.5 (200%)	ITEEM 2, DFS 23	✓	✓	✓	✓	BSEM old students KJGL (Merafuentes); RMD (Loayon)	1%
			On consultation	ITEEM 10, DFS 75	85 (42.5)	455/42.5 (1071%)	ITEEM 295, DFS 160	✓	✓	✓	✓	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 7: Number of student organizations advised/assisted *	Dept. Head & Faculty									
			Student organizations advised	KJGL, ANP, RSC, APB, DPP	3	3/3 (100%)		✓	✓	✓	✓	HOMES, FSS, CFES-SSC	1.25%
			Student organizations assisted on student related activities	KJGL, ANP, RSC, APB, DPP	3	3/3 (100%)		✓	✓	✓	✓	HOMES, FSS, CFES-SSC	1.25%
			PI 8: Number of instructional materials developed *	Dept. Head & Faculty								Titles and name of faculty	10%
			On-line ready courseware	DFS, ITEEM	7 (3.5)	28/3.5 (800%)	ITEEM 17, DFS 10	✓	✓	✓	✓	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, For198, For137, For199, Fsci112, Fsci124n, Fsci142, Wtec122, Wtec138, Wtec148, Fsci 124n	

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						% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
			Flexible instructional materials	ITEEM, DFS	7 (3.5)	39/3.5 (1114%)	ITEEM 17; DFS 22	✓	✓	✓	✓	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)	245/2.5 (9800%)	ITEEM 245	✓	✓	✓	✓	Core Faculty: 117 EDE (40) (Envi 124: 6 PPT; 19 Reading Materials, Envi 115n: 5 PPT; 10 References); MMB (34) (Envi 116n: 7 PPT, Envi 113n: 6 PPT; 11 References, Envi 121n: 4 PPT; 6 References); JOP (21) (Envi 118n & 199: 2 PPT; 5 Reading Materials, Envi 111n; 4 PPT, Envi 119n: 4 PPT; 6 References); KJGL (22) (Envi 110 & 114n: 7 PPT; 2 Recordings; 1 Video Clip, Envi 11e: 3 PPT; 3 recordings, Envi 111e: 2 PPT; 2 recordings; 2 reading materials) Part-time Instructors: 128 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) LCC (Envi 11:5 ppt, 5 recordings) ACM Envi 11 (5 ppt, 5 recordings) PCM Envi 11 (5 ppt, 5 recordings) EMN Envi 11 (5 ppt, 5 recordings) KNF Envi 11 (5 ppt, 5 recordings)	



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					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
		Assessment tools	ITEEM 2, DFS 10	12 (6)	158/6 (2633%)	ITEEM 123, DFS 35	5	5	5	5	<p>Core faculty (55) EDE (Envi 124; 1 Long Quiz; 2 Long Exams 2 Term Exams; 5 Learning Tasks; 2 Lab Exercises; 1 Oral Presentation, Envi 115; 1 long exam, midterm exam, 4 learning tasks); MMB (Envi 116n Quiz; Long Exam; 2 Term Exam; Reflection Paper, Envi 113n; long exam &amp; quiz; Envi 121n; long exam &amp; quiz); JOP (2 Long Exam; 2 Term Exam; 1 ppt; 1 Written Report; 1 Oral Presentation); KJGL (20) Envi 114n – long exam, term exam, oral presentation, reflection paper; Envi 110, long exam, term exam, e portfolio, 2 learning tasks, Envi 11e – long and term exams ,3 learning tasks; Envi 111e – long &amp; term exams and 2 learning tasks, 2 lab reports</p> <p>Part-time Instructors: (68) 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 Backcasting); PCM (2 Long Exam; 2 Term Exams; 1 ppt; 1 Learning Tasks)</p>	
		<b>PI 9:</b> Number of virtual classrooms created and operationalized	DFS, ITEEM	8 (4)	27/4 (675%)	ITEEM 17, DFS 10	4.5	4.5	4.5	4.5	<p><b>ITEEM:</b> EDE (Envi 124); MMB (Envi 116n, 198); JOP (Envi 118n, 199), KJGL (Envi 110, 11, 114n); DML (Envi 112n); PDC (Envi 122n) <b>DFS:</b> 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</p>	
		<b>PI 10:</b> Additional Outputs	Dept. Head & Faculty									
		Program accreditation/evaluation	DFS	1	2/1 (200%)		5	5	5	5	4th ISO Audit and AACUP Level IV Accreditation for MSF Program	
		Agency/firm/Industry linkages	DFS	3	6/3 (200%)		5	5	5	5	EDC, DENR, LGUs and LRP	

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		
		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	17/1 (1700%)	ITEEM 17	5	5	5	5	EDE (Envi 124, 115n); MMB (Envi 116n, 198n, 113,121); JOP (Envi 118n, 199, 119,111n), KJGL (Envi 11, 110, 114n, 11e, 111e); DML (Envi 112n); PDC (Envi 122n)	
<b>MFO 3</b>		<b>RESEARCH SERVICES (10%)</b>										
		<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	DFS, ITEEM	5 (2.5)	10/2.5 (400%)	ITEEM 5, DFS 5	4.5	4.5	4.5	4.5	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%
		<b>PI 2.</b> 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	5	5	5	5	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 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)	2%



MIFO 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		
		<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year *	Dept. Head & Faculty								Article submitted to UPLB Journal, ACIAR articles; and Velasco et al. published article "Towards Mapping-Remote Sensing"	
		<i>In refereed int'l journals</i>	DFS	3 (1.5)	1/1.5 (67%)		5	5	5	5	Velasco, et.al	1.50%
		<i>In refereed nat'l/regional journals</i>	DFS	3 (1.5)	5/1.5 (333%)		5	5	5	5	ACIAR articles drafted for submission	0.50%
		<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty									
		<i>In int'l fora/conferences</i>	ITEEM, DFS	3 (1.5)	2/1.5 (133%)	1 ITEEM, 1 DFS	5	5	5	5	ICAFF-NEMSU	1.50%
		<i>In nat'l/regional fora/conferences</i>	ITEEM	3 (1.5)	/1.5 (200%)	3 ITEEM	5	5	5	5	CHED DARE TO Completed Research; Artificial Reef Monitoring-Ongoing Research; Mainstreaming Rainforestation	0.50%
		<b>PI 5.</b> Percent of research proposals approved *	Dept. Head & Faculty									0.5%
		Number of proposals approved	DFS, ITEEM	1	4/1 (400%)	DFS 2, ITEEM 2	5	5	5	5	EDE: Capacity Building Activities of Personnel and the Stakeholders Engaged in Environmental Protection and Disaster Management (Study 3); VSU funded (AR's), Research Project Proposal funded by Industry (PASAR)	
		<b>PI 6.</b> Additional outputs *	Dept. Head & Faculty									
		No. of researches conducted by BSF students with Faculty under new normal	DFS	15	20/15 (133%)		5	5	5	5	BS Forestry Thesis students	

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		
		Other outputs implementing the new normal due to covid 19	ITEEM	2 (1)	14/1(1400%)	ITEEM 14.SY 2022-2023 1st Semester	5	5	5	5	TED: 1. Conduct tree planting activity for the BSES/BSEM graduating student in Kambonggan Baybay, Leyte on August 02, 2022. 2. Assist in the site evaluation of Mainstreaming Rainforestation Project for Level II RDE in Biliran on September 28, 2022 3. Present the establishment of proposed learning site during the regular SB Session at the LGU Bato, Leyte on October 10, 2022. 4. Validate and Monitor RF sites using technology from RESTOR and BioAcoustic sensors and camera traps from October 19-November 13, 2022. 5. Field assessment of Aqlaria sp for the Eco-SAP Project in Brgy. Pinamanagan Abuyog Leyte (November 30- Dec.07, 2022 and Dec.17-23,2022 6. Farm establishment (tree planting on the Watershed restoration site in Bgy. Bago Bato Leyte) on December 27, 2022. 7. Replacement of mortality on the existing RF site in Brgy. Kambonggan Baybay City, Leyte on December 29, 2022. 8. Turn-over ceremony of VSU-NU Equipment to the Forestry and Ecological Modelling Laboratory on November 16-18, 2022. 9. Five visiting professors (Prof Dr. Akira Yamauchi, Prof. Dr. Setoshi Ohkura, Prof. Dr. Sho Nakamura, Prof. Dr. Hiroyuki Hattori, Prof Dr. Michiko Nakagawa) from Nagoya University institutionalizing collaborative research on forest ecology and ecological modeling with Visayas State University through Institute of Tropical Ecology and Environmental Management	
		No. of research-related awards (research conducted by faculty or student w/ faculty)	ITEEM	1	1/1 (100%)		5	5	5	5	MMB	1.50%
MFO 4		EXTENSION SERVICES (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		
			<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	ITEEM, DFS	10 (5)	56/5 (1120%)	ITEEM 40, DFS 16	5	5	5	5	MMB (EDC, LGUs Barogo, Alang-Alang, Sta. Fe, San Miguel, San Isidro, Calobian, Villaba, Abuyog, Baybay); JOP (LGUs Tabango, Leyte, Abuyog, Biliran, Cabucgayan, Caibiran; KALAH-CIDDS DSWD; RISE); KJGL (LGUs Culaba, Naval, Kawayan, Almeria, Javier, Mahaplag; Life-Giving Forest Foundation; Carigara Water District) <b>ITEEM:</b> EDE: 6 LGUs (5th District, Leyte); 7 PAMB (PNP, NEDA, DA, Provincial Governor, DOST, 5th District Representative, PO); PASAR <b>DFS:</b> ACIAR Projects, TARSIER partners, ACIAR PO's, LGU's, LRP, MASIPAG, DA-ATI, PMPI, DENR offices	2.0%
			<b>PI 2.</b> Number of trainees weighted by the length of training *	ITEEM, DFS	55 (27.5)	64/27.5 (232%)	ITEEM 50, DFS 14	5	5	5	5	<b>ITEEM:</b> Blended Training -Integrating Rainforestation in the Curriculum of ALS-DepEd in Guihulngan City, Negros Oriental; <b>DFS:</b> DA-ATI Bamboo Production training; and PMPI Tree Identification training	2%
			<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	ITEEM, DFS	3 (1.5)	7/1.5 (466%)	ITEEM 2; DFS 5	4.5	4.5	4.5	4.5	<b>ITEEM:</b> Integrating Rainforestation in ALS Curriculum in Guihulngan City, Negros Oriental Community consultation on Ecological Assessment and Conservation of <i>Aquilaria malaccensis</i> through Sustainable Agarwood Production (ECo-SAP) in Leyte Island Philippines <b>DFS:</b> SMART Upland farm, CO2, DRR Project, DFS Forest Nursery and Clonal Project, ACIAR FLR Project	2%
			<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	ITEEM, DFS	55% (27.5%)	191%	ITEEM 91%; DFS 100%	5	5	5	5	<b>ITEEM:</b> Integrating Rainforestation in ALS Curriculum in Guihulngan City, Negros Oriental; <b>DFS:</b> DA-ATI Bamboo Production training; and PMPI Tree Identification training	1%
			<b>PI 5.</b> Number of technical/expert services *	Dept. Head & Faculty									1%

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		
			Research Mentoring	ITEEM, DFS	7 (3.5)	29/3.5 (828%)	ITEEM 15; DFS 14	5	5	5	5	ITEEM: TED: MMB: Faculty: JOPogosa, KJGLongatang Research Assistants/ Aides: KGundemaro, VEscasinas, PLongatang, FAlmeroda, RMOquias, KFlorentino, PMaguchu, ICSeno AED: EDE: Research Assistants/Aide: KAlkuino, EEstallo, OCapin, Mde la Rama, ISosmena ; DFS: PMPI, Project RA's and Extension officers	
			Peer reviewers/Panelists	DFS	3 (1.5)	2/1.5 (133%)	DFS 2	4.5	4.5	4.5	4.5	ATR, ICAFF (NEMSU), International Congress-EVSU	
			Resource Persons	ITEEM, DFS	8 (4)	13/4 (325%)	ITEEM 3; DFS 10	5	5	5	5	ITEEM: EDE Environmental Science Quiz Bee/ Rotary Club of Ormoc Bay on November 19, 2022; MMB & KJGL Integrating Rainforestation in ALS Curriculum in Guihulngan City, Negros Oriental on November 9-11, 2022; DFS: PMPI, UPOU, CPD Webinar, FLE review class, DA-ATI	
			Convenor/Organizer	ITEEM, DFS	2 (1)	7/1 (700%)	ITEEM 1, 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 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	
			Evaluator	DFS	1	1/1 (100%)	DFS 1	5	5	5	5	CFES-DFS RDE In-house review	



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		
		<b>PI 6.</b> Percent of extension proposals approved	ITEEM	50% (25%)	100%	ITEEM 5 (100%)	5	5	5	5	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 <b>DFS:</b> Core project, Climate Smart demo, CORA WoMangrove <b>MMB:</b> Mainstreaming Rainforestation Technology in the Philippines and Long-term Monitoring of RF Adopter's Farm; <b>JOP:</b> Development of a Province-wide Learning Site on Sustainable Agriculture and Natural Resource Management and Assessment of Community People's Perception Towards the Rainforestation KALAH-I-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%
		<b>PI 7.</b> Additional outputs *										
		Attendance to webinars and face-to-face meetingsg	ITEEM		6		4.5	4.5	4.5	4.5	Attendance to virtual and face-to-face meetings, workshops, and symposiums	
		Agri-Fair Exhibit in Baybay City on December 8-10, 2022	ITEEM		29		5	5	5	5	Display of native forest trees and distribution to farmers; RF video showing; distribution of flyers, display of posters on project outputs, selling of honey from a farmer partner organization.	
		No. of farmers/PO members in Region 6, 7 and 8 communicated and advised	DFS	20	70/20(350%)	DFS 70	5	5	5	5	DA-ATI, PMPI & ACIAR's FLR Project PO	
<b>MFO 5</b>		<b>Support to Operations</b>										
<b>OVPI MFO 1. Faculty Development Services</b>												

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		
	<b>PI 1:</b> 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	
	<b>PI 2:</b> Additional Outputs:										
	Attendance to trainings/seminars	ITEEM	5	ITEEM		5	5	5	5	EDE (2): Civil Service 2022 Conversations with Local Leaders in Eastern Visayas on Nov. 28-29, 2022 held at the Waterfront Cebu City Hotel, Cebu; 54th FIMFS Annual Convention on Dec. 6-7, 2022  FJA (2): Convergence of the Eco-friendly Schools program advocates in celebration of clean air month, environmental awareness month, and climate change consciousness week 2022 on November 24-25, 2022, in Palo Leyte; Short course on freshwater biomonitoring on November 5-9, 2022, in VSU  JOP (1): Orientation on the transnational program of Nagoya University (ONLINE)	
<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>											
	<b>PI 2:</b> Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	ITEEM, DFS	4 (2)	5/2 (250%)	ITEEM 3, DFS 2	4.5	4.5	4.5	4.5	ITEEM: Part-time instructors for the 1st semester 2022-2023; Lorraine Cristy Ceniza, Ella Marie Nunez, Amparo Christine Mejica DFS: Bernaldez and Llano	0.125%
<b>OVPI MFO 3. Faculty Evaluation Services</b>											
	<b>PI 4:</b> Number of seminars/trainings/conventions/workshops coordinated outside of the university *	ITEEM, DFS	3 (1.5)	3/1.5 (200%)	ITEEM 2; DFS 1	5	5	5	5	MMB & KJGL: Integrating Rainforestation in ALS Curriculum in Guihulngan City, Negros Oriental (November 9-11, 2022)	0.25%
	<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	ITEEM, DFS	60% (30%)	100%	ITEEM 100%, DFS 100%	5	5	5	5	All DFS and ITEEM Faculty	0.75%
	<b>PI 6:</b> Number of in-house seminars/trainings/workshops/reviews conducted/attended *	ITEEM, DFS	4 (2)	10/2 (500%)	ITEEM 9; DFS 1	5	5	5	5	ITEEM; Level II RDE Review Regional RDE Review ; DFS: Vegetation Assessment and Analysis	0.25%



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		
		Number of documents for the acquisition of office/field/laboratory supplies, materials etc., prepared and acted	ITEEM	40 (20)	36/20 (180%)		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	3/1 (300%)		5	5	5	5	R&D Semi Annual Report; PASAR Assessment 2022; GHD Marine Cable Project Reassessment (reviewed)	
		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)	37/1.5 (3700%)		5	5	5	5	ITEEM IMs for Baybay Fiesta 2022 Exhibit (2); RDE Symposium posters (2); TED marker (1); BSES & MSTREC brochures (draft layout) (2); Tribute to the graduates printed materials (9) Pinamanagan project signage (3) VSU-Restor Lab label (1) Nagoya professors' visits (17)	
		Number of outgoing documents/ communications reviewed, recorded and forwarded to concerned offices and/or processed	ITEEM	100+	100+/50 (200%)		5	5	5	5		
		Number of incoming documents stamped and countersigned received	ITEEM	50 (25)	100+/25 (400%)		5	5	5	5		
		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)	7/7.5 (93%)		4.5	4.5	4.5	4.5		
		Number of SCUBA tanks filled for research and extension use	ITEEM	10 (5)	30/5 (600%)		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 *	DFS	2	7/2 (350%)		5	5	5	5	Informal discussions with faculty & staff; openline/virtual meetings as need arises	2%



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		
		<b>PI 7:</b> Additional outputs	Dept. Head & Faculty									
		Number of faculty/staff awards/honors received related to operations support	ITEEM, DFS		9	ITEEM 1; DFS 8	5	5	5	5		0.25%
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>												
		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	ITEEM, DFS	Zero Non conformity	2 NC's		5	5	5	5	Complied	1.63%
		Additional Output:										
		Compliance to all requirements of the program and institutional accreditations	ITEEM, DFS	100% Compliant	100% Compliant		5	5	5	5	Complied	
		On program accreditations	ITEEM, DFS	100% Compliant	100% Compliant		5	5	5	5	MSF Level III, MSTREC Level III Accreditation	
		On institutional accreditations	ITEEM, DFS	100% Compliant	100% Compliant		5	5	5	5	4th IQA (ISO) Internal Audit	
<b>MFO 6 General Admin. &amp; Support Services (GASS)</b>												
		<b>PI 1.</b> Submission of College/Department PPMP for the following year within deadline as prescribed by BAC	CFES	submitted on time,	100% compliant		5	5	5	5	CFES Advanced Education, CFES Higher Education, VSU IP Projects	1%
		<b>PI 2.</b> Zero percent complaint from clients served	ITEEM & DFS & CFES	0%	0%		5	5	5	5		2%
		<b>PI 3.</b> Number of coaching sessions among department heads, faculty & staff ***	CFES	6 (3)	6/3 (200%)		5	5	5	5	CFES Regular Meeting; DFS; Laborer (Mr. Cornelio Solis)	
		<b>PI 4.</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of College/department targets ***	CFES	4 (2)	6/2 (300%)	DFS 1, ITEEM 5	5	5	5	5	CFES Year End Assessment; OPCR accomplishment for July-Dec 2022; Monitoring included during regular CFES Meeting	
		<b>PI 5.</b> Number of regular executive committee meetings conducted ***	ITEEM, DFS	16 (8)	22/8 (275%)	ITEEM 11; DFS 9; CFES regular meeting (2)	4.5	4.5	4.5	4.5	ITEEM conducted meetings (11) and CFES regular meeting attended (2)	
		<b>PI 6:</b> Additional Outputs	Dept. Head & all faculty & staff									



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		
		Attendance to various virtual and face-to-face meetings	ITEEM	5 (2.5)	65/2.5 (2600%)		5	5	5	5	EDE (63); KJGL (2)	
		Number of college, committee, university and project meeting conducted/attended	ITEEM	30	36/30 (120%)		5	5	5	5	College, committees, university & project meetings	
		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)	14/1 (1400%)	ITEEM 14	5	5	5	5	EDE as Chair re Uploading of documents/evidences for the THE Impact Ranking 2023 under SDG (6); provide documents for SWM compliance (2); APB Rep. (1) KJGL as Institute Secretary; Alumni Coordinator; Graduate Focal Person; CFES /ITEEM GAD Coordinator; Department Based Guidance Coordinator; Deputy Document Records Controller (6) EBG as BAC TWG member for Printing Services (9)	
		Number of outgoing ISO-aligned documents reviewed/controlled and registered	ITEEM	100+ (50+)	200+/50 (400%)		5	5	5	5		
		Number of faculty workloads prepared, reviewed, finalized and approved (Projected Faculty Workload, Actual Faculty Workload, Individual Faculty Workload, Actual Teaching Faculty Workload)	ITEEM	7 (3.5)	14/3.5 (400%)		5	5	5	5		
		Number of OPCR and IPCR prepared, reviewed, acted, consolidated, and submitted	ITEEM	24 (12)	44/12 (366%)	ITEEM 44	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)	19/5 (30%)		5	5	5	5		
		Number of project/research, and affiliate faculty appointments prepared and acted	ITEEM	40 (20)	14/20 (70%)		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)	30+/5 (600%)		5	5	5	5		
		Number of documents for travel of personnel prepared and acted	ITEEM	40 (20)	100+/20 (500%)		5	5	5	5		



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		
		Number of documents for the acquisition of office/field/laboratory supplies, materials etc., prepared and acted	ITEEM	40 (20)	36/20 (180%)		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	3/1 (300%)		5	5	5	5	R&D Semi Annual Report; PASAR Assessment 2022; GHD Marine Cable Project Reassessment (reviewed)	
		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)	37/1.5 (3700%)		5	5	5	5	ITEEM IMs for Baybay Fiesta 2022 Exhibit (2); RDE Symposium posters (2); TED marker (1); BSES & MSTREC brochures (draft layout) (2); Tribute to the graduates printed materials (9) Pinamanagan project signage (3) VSU-Restor Lab label (1) Nagoya professors' visits (17)	
		Number of outgoing documents/ communications reviewed, recorded and forwarded to concerned offices and/or processed	ITEEM	100+	100+/50 (200%)		5	5	5	5		
		Number of incoming documents stamped and countersigned received	ITEEM	50 (25)	100+/25 (400%)		5	5	5	5		
		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)	7/7.5 (93%)		4.5	4.5	4.5	4.5		
		Number of SCUBA tanks filled for research and extension use	ITEEM	10 (5)	30/5 (600%)		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 *	DFS	2	7/2 (350%)		5	5	5	5	Informal discussions with faculty & staff; openline/virtual meetings as need arises	2%



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		
Total Over-all Rating										546			
Average Rating						10.49%				4.87			
Adjectival Rating										Outstanding			

Received by:

*toni*  
**TONI MARC L. DARGANTES**

Planning Office

Date: JAN 27 2023

Calibrated by:

*Dan*  
**DANIEL LESLIE S. TAN**

Chairman, PMT 01 2023

Date: \_\_\_\_\_

Approved:

*Edgardo*  
**EDGARDO E. TULIN**

University President

Date: Feb. 3, 2023

- \* 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.