



VISAYAS
STATE UNIVERSITY

COLLEGE OF FORESTRY AND ENVIRONMENTAL SCIENCE
VISAYAS STATE UNIVERSITY

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 targets in accordance with the indicated measures for the period January - June 2021

DENNIS P. PEQUE

Dean, CFES

Date: 8/15/2021

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 9/23/2021



INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):		Total FTE (1x2,		RDE Commitments***		
Personnel	Min. FTE (2)		Research	Publication	Extension	
Department Head	4	58.0	0.0	0	1	
Faculty w/ Univ. Designated Position	4	62.0	0.0	4	3	
Regular Faculty (VSL)*	4	48.0	2.0	1	6	
Regular Faculty (TLS)*	12	36.0	0.0	0	0	
Part time Faculty	0	0.0	0.0	0	0	
Admin Staff Members	0					
TOTAL:		184	2.0	4	10	

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 as of June 2018	Details of Accomplishments	Quality	Efficiency	Timeliness	Average		
MFO 1	ADVANCED EDUCATION SERVICES (20%)										
	OVPI MFO 1. Graduate Degrees 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								Concerned faculty will proceed his PhD next year based on the approved Faculty Development Plan for ITEEM. DFS Faculty are all PhD degree holder.	

	b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)	8 DFS, 4 ITEEM	7	12/7 (171%)	DFS - AEP/ADPP: ACIAR ARFM 2016/103 Enhancing Livelihoods through Forest Landscape Restoration Covering Regions 6, 7 & 8. AEP: Investigation of soil/plant/water relations in existing tree plantations/Formulating Local, National & International Policies for FLR/Assessment of Palms in Mt. Pangasugan/Blending of Multimedia Approach and Sateyama. ANP: Survival and early growth performance of selected tree species in degraded ecosystem in Northern Cebu, Philippines/Assessment of important timber species in Mt. Pangasugan, VSU Baybay City, Leyte/Ecology and population distribution assessment of <i>Aquilaria malaccensis</i> selected in Leyte and Biliran Islands. APB: Growth performance monitoring of tannin-producing trees in the project site in Inopacan, Leyte/Edaphic factors and tree species distribution in Mt. Pangasugan. (a study under the BIOGAMP Project). DPP: Biodiversity Conservation and Management Program for Mt. Pangasugan (BIO-CAMP) with a study entitled Diversity of woody lianas in VSU Forest Reserve/Capacity building activities of personnel and other stakeholders engaged in environmental protection and disaster management (under the D&RMM project). EOM: CC7.CFES.1716 Scoping Assessment of LGU's Climate Change in Adaptive Capacity in Typhoon Yolanda Affected areas in Eastern Visayas/Review and assessment of donor organizations, funding programs on FLR in the Philippines. HLM: Diversity of Ants in Mt. Pangasugan, Baybay City, Leyte Philippines. TAP: A survey of the Terrestrial Vertebrates in the Mt. Pangasugan. RSG: Leforet Project. ITEEM - EDE: CHED Research Program: - Seagrasses and Seaweeds of Camotes and Quatre Islands; Assessment of Marine Protected Areas in Camotes and Quatre Islands; Biodiversity of Marine Flora and Fauna in Artificial Reefs of Baybay City and Selected Municipalities of the 6th 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: Effect of Nutrient Management on the Survival and Growth Performance of Mycorrhizal-Infected Dipterocarp Seedlings Planted in Marginal Upland of Inopacan, Leyte: Assessment and monitoring of RF demo farm adopters sites JOP: Species Combination-Site Condition Matching of Early Successional Species KJGL: Ecological Assessment and Conservation of <i>Aquilaria malaccensis</i> Through Sustainable Agarwood Production in Leyte and Biliran Islands, Philippines (GeoBAP)	5	5	5	5		
	c. producing technologies for commercialization or livelihood improvement	2 ITEEM	2	2/2 (100%)	EDE - Propagation of native forest seedlings, Production of Tilapia fingerlings	5	5	4	4.67		
	d. whose research resulted in an extension program	4 DFS, 3 ITEEM	7	6/7 (85.71%) (DFS 4, ITEEM 2)	DFS - AEP/DPP: Sustainable Generation of Ecosystem Service from VSU Forest Reserve. AEP: Establishment & Maintenance of On-Campus Climate-Smart Upland Agroforestry Farming Systems/Tree Farm Establishment for Fuelwood Production. ANP: Philippine Minor Partnership Incorporated. EOM: Establishment & Maintenance of On-Campus Climate-Smart Upland Agroforestry Farming Systems/VSU Tree Clonal Project/Community for Resiliency Training of Trainers/DBP Forest Project for Isabel Upland Watershed & Mangrove Rehabilitation ITEEM- EDE (Reforestation Technology, Artificial Reef as alternative to Coral Reef)	5	4	5	4.67		
OVPI MFO 2. Graduate Student Management Services											
	PI 1: Percentage of graduate students enrolled in research degree programs *	DFS 23, ITEEM 1	100%	100%	DFS - MAAguis, JBDiaz, BDEmpas, JGGula, RSLiano, GOREcosana, CDWales, CCCepada, RDConsular, Egespajon, FTSabojon, RASoria, MMSuyom, MNBonganay, ELBuligan, JCadiz, RPConsular, VBGotiano, SOBernaldez, MSAvela, JCFernandez, BATuisen, BNPolar. ITEEM (CHMercado completed his research study on 1st sem 2020-2021)	5	5	5	5	MSFor & MSTrec	2%
	PI 2: Percentage of accredited graduate programs *	DFS/ITEEM	100%	100%	DFS - MS Forestry is AACUP Level II Re-accredited (October 2018-October 2022) and RQAT under review ITEEM - MSTropical Ecology is AACUP (Level 2) and RQAT (CHED National Technical Committee under review)	5	5	5	5	MSFor & MSTrec	2%
	PI 3: Number of graduate degree specializations offered and monitored *	DFS 1, ITEEM 1	2	2/2 (100%)	MS Tropical Ecology and MS Forestry	5	5	5	5	MSFor & MSTrec	2%

PI 4: Total FTE coordinated, implemented & monitored *	3.6 (1.76) ITEEM, 21 (10.5) DFS	24.5 (12.25 is the half target)	ITEEM (8.58)	ITEEM - MMB:TREC 206, TREC 208, TREC 209, TREC 206; EDE:TREC 209, TREC 205/BIOL 205; KJGL:TREC 205/BIOL 205; JOP:TREC 206, TREC 209 DFS - EOM (Fory 206), AEP (Fory 284), TAP (Fory 224), DPP (Fory 236), JMQ (Fory 299)	5	4	5	4.67	ITEEM - 1st sem 2020-2021 (Oct 2020-Feb 2021): EDE - 1.25 MMB - 1.17 KJGL - 1.25 2nd sem 2020-2021 (Mar 2021-Jul 2021): EDE - 1.53 MMB - 1.00 JOP - 0.83 KJGL - 1.53	2%
PI 6: Percentage increase in number of graduate students enrolled *	5% ITEEM, 16% DFS	21%	ITEEM 2, DFS 2	MS Forestry (JDiaz, GORECOSA) MS Tree (Mayo, Hayahay)	5	5	5	5	New enrollees of MSFor & MSTree for 2nd Sem SY 2020-2021	2%
PI 6: Percentage increase in number of students who graduated within prescribed period *	1 DFS, 25% ITEEM	26%	ITEEM 1	ITEEM - CHMercado, DFS- None	4	5	4	4.75	Mercado graduated on 1st sem, SY 2020-2021	2%
PI 7: Number of graduate students awarded with honors/distinction *	DFS	3	N/A	No awarding this 2nd sem SY 2020-2021	4	5	5	4.67		2%
PI 8: Number of graduate students advised *									Academic Adviser, GAC Chairman, GAC Member, Consultation Purposes.	2%
As academic adviser	10 ITEEM, 16 DFS	26 (13 for 1st half)	21/13 (162%)DFS 10, ITEEM 11	DFS -Academic Adviser- AEP (JMArtajo) RSC (MAAuguis, EKatangkatang) APB (BDEmpas, RPLlano, JGGula) EOM (CC Cepada) DPP (GORECOSA), CDWales) ANP (JBDiaz) ITEEM Academic Adviser- EDE (Velasco, Villaceran, Hijada) MMB (Fernandez, Albarico, Gundemaro) JOP (Claveti, Florentino, Tulin, Mayo, Hayahay)	5	5	5	5	In ITEEM, some of the academic advisers are affiliate faculty.	
As GAC Chairman	1 ITEEM		19 in all, DFS 13, ITEEM 6	DFS GAC Chairman - EOM (BOBernaldez) JMQ (EGEspejon, FTSabejon, RASoria, MMSuyom) AEP (MSAvela, JCFernandez, BNPolar) APB (VBGollano) TAP (RPConsular, MNBonganay, ELBuligan, JCadiz) RSC (BATIuser) ITEEM GAC Chairman - EDE (Hijada, Villaceran) MMB (Fernandez, Tulin, Latoreno, Albarico)	5	5	5	5		
As GAC Member			ITEEM 7	ITEEM GAC Member- MMB (Tuisen, Hijada; Bernaldez) JOP (Fernandez, Tulin, Katangkatang, Albarico)	5	5	5	5		

	For consultation purposes only			DFS 24, ITEEM 14	DFS - AEP (JMartajo) RSC (MAAuguis, EKatang-katang) APB (BDEmpas, RPLlano, JGGula) EOM (CC Cepada) DPP (GOREcosana, CDWales) ANP (JBDiaz) EOM (SO Bernadez) JMQ (EG Espejon, FTSabejon, RA Sorla, MMSuyom) AEP (MSAvela, JCFernandez, BNPolar) APB (VB Goltiano) TAP (RPConsular, MNBonghanay, EL Buligan, JCadiz) RSC (BATiuse) ITEEM- EDE (Velasco, Hijada, Latoreno, Fernandez, Katangkatang, Isaac, Villaceran) MMB (Tuisen, Hijada, Fernandez, Tulin, Alberico, Katangkatang, Gundemaro) JOP (Claveti, Florentino, Tulin, Mayo, Hayahay, Katangkatang, Fernandez)	5	5	5	5		
	PI 9: Number of instructional materials developed *	Dept. Heads & Faculty									
	On-line ready courseware	4 (2) ITEEM, 2 (1) DFS	6 (3)	15/3 (500%) DFS 7, ITEEM 8	DFS- EOM (Fory 206 lec & lab) TAP (Fory 224 lec & lab) DPP (Fory 236 lec & Lab) JMQ (Fory 299) ITEEM- EDE (TREC 205; TREC 206) MMB (TREC 208, 209 Lec, TREC 299, TREC 206) JOP (TREC 209, TREC 208 Lab)	5	5	5	5	MSForestry and M8Trec courses offered for 2nd Sem SY 2020-2021	
	Flexible instructional materials	4 (2) ITEEM, 2 (1) DFS	6 (3)	16/3 (533%) DFS 7, ITEEM 9	DFS- EOM (Fory 206 lec & lab) TAP (Fory 224 lec & lab) DPP (Fory 236 lec & Lab) JMQ (Fory 299) ITEEM- EDE (TREC 205; TREC 209) MMB (TREC 208, 209 Lec, TREC 299, TREC 206) JOP (TREC 209, TREC 208 Lab) KGL (TREC 205)	5	5	5	5	MSForestry and M8Trec courses offered for 2nd Sem SY 2020-2021	
	Supplemental learning assessment	8 ITEEM	8 (4)	39/4 (975%)	ITEEM- EDE (2 ppt: 1 video clip; 2 recording) MMB (4 ppt; 20 references) JOP (1 ppt, 1 questionnaire, 1 references; 1 RISE evaluation tool) KGL (2 ppt, 1 video clip; 3 recording)	5	5	5	5	M8Trec courses offered for 2nd Sem SY 2020-2021	
	Assessment tools	4 (2) ITEEM, 20 (10) DFS	24 (12)	45/12 (375%) DFS 35, ITEEM 10	DFS- EOM (Fory 206 lec & lab-Assignments & Exercises, Exams) TAP (Fory 224 lec & lab- Assignments & Exercises, Exams) DPP (Fory 236 lec & Lab- Assignments & Exercises, Exams) JMQ (Fory 299- Assignments & Exercises, Exams) ITEEM - EDE (term exam, analysis report, pre-recorded oral presentation) MMB (oral exam, poster, oral presentation) JOP (analysis report) KJGL (term exam, analysis report, oral presentation)	5	5	5	5		
	PI 10: Number of virtual classrooms created and operationalized	4 (2) ITEEM, 2 (1) DFS	6 (3)	8/3 (266%) DFS 4, ITEEM 4	DFS (VSUEE) - EOM (Fory 206 lec & lab) TAP (Fory 224 lec & lab) DPP (Fory 236 lec & Lab) JMQ (Fory 299) ITEEM VSUEE (TREC 209, TREC 208, TREC 205 (co-creator)) Google classroom (TREC 206)	5	5	5	5		
MFO 2	HIGHER EDUCATION SERVICES (50%)										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	DFS	51%	N/A	No licensure exam during this period	5	5	5	5	Forester's Licensure Exam, No board exam for BSBS/BSBM program	7.6%
	PI 2. Percentage of graduates (2 years prior) that are employed *	Faculty & Staff - 60% DFS, 10% ITEEM	70%	81%	DFS- 2019 (24/27) 2020 (8/23) a total of 82% ITEEM - 2019 (11) 2020 (2) a total of 100%	5	4	5	4	2019 to 2020, BSF & BSBM graduates	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	DFS & ITEEM	100%	100%	DFS- BS Forestry CHED Certified Program Compliant Effective AY 2019-2020 ITEEM - ongoing COPC application for BSBS	5	5	5	5	BSF, BSBS & BSBM	2.5%

PI 4. Percentage of undergraduate programs with accreditations *	DFS & ITEEM	100%	100%	DFS- AACUP Level III Re-accredited from (March 2016-February 2022) ITEEM- BSEM (program dissolved due to no CHED approved CMO) is accredited by AACUP (level 2), while BSES is a new program with COPC application	5	5	5	5	BSE, BSES & BSEM	2.6%
PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Heads & Faculty									20%
Actual FTE	75 (37.5) DFS, 10 (5) ITEEM	85 (42.5)	ITEEM 81.35, DFS 126.65	DFS- APB (Ecol11b, Fmgt 136, Ecol21f) RSC (Fsci142, Fory188n) HLM (ForE134, Fmgt126) EOM (Fmgt128) AEP (Fory199, Fmgt148) TAP (Fsci124n, Fmgt154, ForE149) DPP (Fmgt124) ANP (Fsci112, Fgov136n) JMQ (Wtec122, Wtec149, Wtec138) CDW (Fgov134n)	5	5	5	5	Refer to the Actual Faculty Workload for 2nd Semester SY 2020-2021	
Number of grade sheets submitted within prescribed period	ITEEM	10 (5)	24/5 (480%)	ITEEM- EDE (Envi 111n; Envi 200-3 gradesheets) JOP (Envi 111n; Envi 11 - 5 sections; Envi 200) KJGL (Envi 11 - 6 sections, Envi 200 ABO (Envi 111e, Envi 11e, Envi 11 - 3 sections; Envi 200)	5	5	5	5	Second Semester SY 2020-2021	
Number of INC forms with grades submitted within prescribed period	ITEEM	5 (3)	29/3 (967%)	ITEEM - JOP (Envi 110- 10 students) ABO (Envi 110-11 students) (Part-time Instructors - Bayron: 2; Fernandez: 1; Orafio - 2; GTA (Florentino - 3)	5	5	5	5	JOP, ABO	
Number of trainings attended related to instruction	ITEEM & DFS	2 (1)	4/1 (400%)	Navigating the digital shift: Instructional Materials to Support the University's Flexible Learning (Marsh 18); Echo-Vwebinar on the TIEC-CHED Flexible Learning Foundation Virtual Conference (March 15-16); TURNITIN Instructor's Training (May 31); VSU EE Virtual Classroom Management (April 8)	5	5	5	5	DPP, EDE, MMB, JOP, KJGL, ABO, APB, RSC, ANP, AEP, EOM, HLM, TAP	
Number of long exams administered and checked	ITEEM	30 (15)	3,781	ITEEM (EDE: Envi 111n - 1 long exam, 1 final exam for 27 students; 44 long exam, 22 Midterm; MMB: Envi 116n - 1 long exam, 1 term exam for 27 students; JOP: Envi 11 - 1 long exam, 1 term exam for 155 students; Envi 111n - 1 long exam, 1 term exam for 47 students; KJGL: Envi 11 - 2 long exam for 222 students; Envi 110- 1 long exam, 1 midterm for 33 students; ABO: Envi 111e - 1 long exam, 1 term exam for 24 students; Envi 11 - 1 long exam, 1 term exam for 98 students; Envi 11e - 1 long exam, 1 term exam for 27 students; Envi 116n - 1 laboratory midterm exam for 27 students (Part-time Instructors: Orafio: 584; Fernandez: 659; Bayron: 672; Amestoso: 167; GTA: Florentino: 240)	5	5	5	5		
Number of quizzes and assignments administered and checked	ITEEM	100	16,391	ITEEM (EDE: 88 Learning Task, 68 motivation questions; MMB: Envi 116n - 2 LT, 4 MQ for 27 students; JOP: 3 LT, 16 MQ for 155 students; 4 LT, 6 MQ, 4 Assessment for 47 students; KJGL: Envi 11 - 3 LT, 16 MQ for 222 students; Envi 110- 3 LT for 33 students; ABO: Envi 111e - 2 LT, 4 MQ for 27 students; Envi 11e - 3 LT, 16 MQ for 27 students; Envi 11 - 3 LT, 16 MQ for 98 students; Envi 106 - 4 E-tivity, 2 Write-up; (Part-time Instructors: Orafio: 1542; Fernandez: 1746; Bayron: 1740; Amestoso: 212; GTA: Florentino: 240)	5	5	5	5		
Number of lab reports and term papers checked and graded	ITEEM	10	504	ITEEM (JOP: Envi 110 - 1 laboratory PPT presentation, 1 oral report, 1 e-portfolio for 28 students; KJGL: Envi 114n - 3 lab exercise for 22 students; Envi 116n - 2 laboratory exercise 1, 4 reflection papers for 23 students; ABO: Envi 111e - 1 lab exercise, 1 oral presentation for 27 students; Envi 116n - 2 laboratory exercise 1, 4 reflection papers for 27 students	5	5	5	5		

PI 8: Number of students advised: *	Dept. Heads & Faculty										
As academic adviser	ITEEM & DFS	50	229/50 (458%) DFS 130, ITEEM 99	DFS Academic Advisers- APB (13) RSC (13) EOM (11) HLM (15) AEP (16) TAP (17) DPP (13) ANP (25) JMQ (7); ITEEM (EDE: 7; MMB: 32; JOP: 44; KJGL: 10; ABO: 6)	5	5	5	5	5	SY 2020-2021 Second Semester	
On thesis/ field practice/special problem	10 ITEEM, 5 DFS	15	13/15 (87%) DFS 7; ITEEM 6	DFS 7 Field Practice - HLM (VLMaupoy, CCCeberos) RSC (MNabina, JBCoral, JLLomocoso, KCObrar) DPP (BPBada); ITEEM 6 (EDE: SLMakiling, MMerafuentes; KJGL: KMaat ABO: JRLoayon, JPSanchez; JOP KMVeloso)	5	5	5	5	5	Based on number of fourth year students enrolled SY 2020-2021 and SY 2021-2022, The thesis adviser of other BSSEM students are affiliate faculty.	
As SRC chairman	ITEEM & DFS	20	13/20 (65%) DFS 7; ITEEM 6	DFS -HLM (VLMaupoy, CCCeberos) RSC (MNabina, JBCoral, JLLomocoso, KCObrar) DPP (BPBada); ITEEM 6 EDE: CMBendaniillo, KMMaat; MMB: KMVeloso; JOP: JRMLoayon, JPCSanchez, SLMakiling	5	5	4	4	6	The thesis adviser of other BSSEM students are affiliate faculty (Prof. EKSerino, Dr. DulLumanao, Dr. Fernandez).	1%
As SRC member	ITEEM & DFS	20	13/15 (87%) DFS 7; ITEEM 6	DFS-BBada (APB, RSC); CCCeberos (RSC, TAP); VMaupoy (RSC, TAP); KCObrar (APB, HLM); JLLomocoso (HLM, JMQ); MNuez (JMQ, TAP); JBCoral (EOM, AEP); ITEEM-EDE: CMBendaniillo, KMMaat; MMB: JPCSanchez, JAMFlores; JOP: JBaltazar, CMBendaniillo, JAMFlores, KMMaat, SLMakiling; KJGL: MMerafuentes; ABO: KMVeloso, SLMakiling	5	5	4	4	6		
No. of approved manuscript submitted within prescribed period	ITEEM & DFS	5	N/A	All are irregular students							1%
On consultation	ITEEM & DFS	20	DFS 137, ITEEM 630	DFS-Field Practice - HLM (VLMaupoy, CCCeberos) RSC (MNabina, JBCoral, JLLomocoso, KCObrar) DPP (BPBada) Academic Advisers- APB (13) RSC (13) EOM (11) HLM (15) AEP (16) TAP (17) DPP (13) ANP (25) JMQ (7); ITEEM EDE: 64; MMB: 55; JOP: 53; KJGL: 314; ABO: 154	5	5	5	5	5		0.5%
PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty										
Student organizations advised	KJGL, ANP, RSC, APB, DPP	3	3/3 (100%)	DFS (Forestry Student Society, CFES Student Supreme Council); ITEEM (Helpers of Outreaching Mother Earth's Stability (HOMES)	5	5	4	4	6	HOMES, FSS, CFES-SSC	1.25%
Student organizations assisted on student related activities	KJGL, ANP, RSC, APB, DPP	3	N/A	No student activities conducted during the period	4	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	5 DFS & 2 ITEEM	7 (3)	26/3 (933%) DFS 21; ITEEM 7	DFS APB (Ecol11b, Fmg113b, Ecol21f) RSC (Fac112, Fory198n) HLM (ForE134, Fmg126) EOM (Fmg128) AEP (Fory199, Fmg149) TAP (Fac124n, Fmg154, ForE149) DPP (Fmg124) ANP (Fac112, Fgov136n) JMQ (Wtec122, Wtec149, Wtec139) CDW (Fgov134n); ITEEM Envi 11, Envi 111e, Envi 111n, Envi 110, Envi 118n, Envi 114n, Envi 199	5	5	5	5	5	BSF courses offered for 2nd Sem SY 2020-2021	

	Supplemental learning resources	ITEEM	10 (5)	51/5 (1020%)	EDE: Envi 114n - 4 ppt, 1 pre-recorded & 1 Video clip (embedded in the lecture); Envi 111n - 2 ppt; Envi 111e - 1 ppt; MMB: Envi 116n - 7 ppt; JOP: Envi 116n - 7 ppt; Envi 11 - 3 ppt; Envi 110 - 3 ppt; KJGL: Envi 116n - 1 ppt; Envi 11 - 3 ppt; Envi 110 - 3 ppt; Envi 114n - recordings; ABC: Envi 116n - 4 ppt, Envi 198 - 2 ppt; Envi 111e - 2 ppt; Envi 11e - 3 ppt; Envi 11 - 3 ppt.	5	5	5	5		
	Flexible instructional materials	ITEEM	5 (3)	3/3 (100%)	Envi 11, Envi 111e, Envi 111n	5	5	5	5	Vol 2 of Envi 111n & Envi 111e Lecture, and Envi 111e Laboratory EDE, MMB, JOP, KJGL, ABC	
	Assessment tools	ITEEM	5 (3)	44/3 (1467%)	EDE: Envi 114n and Envi 111n: Long Exam, LT, term exam, MQ; MMB: Envi 116n - Long and term exam; JOP: Envi 116n - Long and term exam, quiz; Envi 11 - Long exam, term exam, MQ, LT; ENVI 110 - oral report, PPT presentation and e-portfolio; KJGL: Envi 116n - term exam, oral presentation, reflection paper; Envi 11 - Long exam, term exam, MQ, LT; Envi 110-LT, Long Exam and term exam, presentation; ABC: Envi 116n - term exam, oral presentation, reflection paper; Envi 111e - oral exam, video presentation; Envi 11e - Long exam, term exam, MQ, LT; Envi 11 - Long exam, term exam, MQ, LT; Envi 198 - e-tivity, write-up	5	5	5	5		
	PI 11: Number of virtual classrooms created and operationalized	3 DFS, 3 ITEEM	8 (4)	26/4 (650%) DFS 19; ITEEM 7	DFS APB (Ecol11b, Fmg1136, Ecol21f) RSC (Fsci142, Fory198n) HLM (ForE134, Fmg1126) EOM (Fmg1128) AEP (Fory199, Fmg1149) TAP (Fsci124n, Fmg1154, ForE149) DPP (Fmg1124) ANP (Fsci112, Fgov136n) JMQ (Wtec122, Wtec149, Wtec138) CDW (Fgov134n); ITEEM (Envi 11, Envi 111e, Envi 111n, Envi 110, Envi 116, Envi 114, Envi 198)	5	5	5	5		
	PI 12: Additional Outputs	Dept. Head & Faculty									
	Number of on-line were reviewed by TRP & edited by MMDO editor	ITEEM	3 (1)	7/1 (700%)	Envi 11, Envi 111e, Envi 111n, Envi 110, Envi 116, Envi 114, Envi 198	5	5	5	5	EDE, MMB, JOP, KJGL, ABC	
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 *	3 DFS & 2 ITEEM	5 (2)	13/2 (650%) DFS 11; ITEEM 2	DFS AEP/ANP/DPP: ACIAR ASEM 2016/103 Enhancing Livelihoods through Forest Landscape Restoration Covering Regions 6, 7 & 8. AEP: Investigation of soil/plant/water relations in existing tree plantations/Formulating Local, National & International Policies for FLR/Integrated livelihood project to support beneficiaries of the Enhanced greening program/Sustainable generation of Ecosystem Service from VSU Forest Reserve. ANP: Survival and early growth performance of selected tree species in degraded ecosystem in Northern Cebu, Philippines/Development of Bambusetum/Tree Nursery management, Plantation Establishment, and Agroforestry Systems Capacity Building Program for NGP Stakeholders/ APB: Growth performance monitoring of tannin-producing trees in the project site in Inopacan, Leyte/Responses of Ecosystem Functions on Carbon Sequestration and Nitrogen Cycling To Monoculture and Mixed-species Reforestation Strategies (ECOREFC). DPP: Biodiversity Conservation and Management Program for Mt. Pangasugan (BIO-CAMP) with a study entitled Diversity of woody lianas in VSU Forest Reserve/Capacity building activities of personnel and other stockholders engaged in environmental protection and disaster management (under the DSSRRM project). EOM: CG7 CFES 1718 Scoping Assessment of LGU's Climate Change in Adaptive Capacity in Typhoon Yolanda Affected areas in Eastern Visayas/Rehabilitation Strategies for Critical Mangroves and Coastal Forests in the Coastal Communities of Western and Northwestern Leyte (COASTAL FOREST REHAB PROJECT)/Establishment and Maintenance of On-campus Climate Smart Upland Agroforestry/VSU Tree Clonal Nursery/Community for Resiliency Training of Trainers. TAP: Formulation of Southern Leyte Provincial Forests Development & Management Plan. RSC: Laforest Project. ITEEM EDE: Artificial reef (LGU); MMB: Reforestation and Nursery (KALAH-CIDS& and EDC)	5	5	5	5		2%

PI 2. Number of research outputs completed within the year *	1 DFS & 1 ITEEM	2		All are continuing	5	5	4	4	7	2%
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year *	Dept. Head & Faculty									
<i>In refereed int'l journals</i>	DFS	2 (1)	1/1 (100%) DFS 1	Goltiano, H., Gregorio, N., Pasa, A. et al. The Effect of the Implementation of the National Greening Program on the Socioeconomic Status of Smallholders in Caibiran, Biliran, Philippines. Small-scale Forestry (2021).	5	5	5	5		1.50%
<i>In refereed nat'l/regional journals</i>	3 (1) ITEEM, 2 (1) DFS	5 (2)		On-going	5	5	4	4	7	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>	3 (1) ITEEM, 1 DFS	4 (2)	6/2 (300%) DFS 4; ITEEM 2	DFS-AEP (World Agroforestry Webinar: Consolidating experiences and gains from FLR initiatives in the Philippines, May 26, 2021, Webinar: China's Unconventional Nationwide CO2 Emissions Trading System: Cost-Effectiveness and Distributional Impacts January 28, 2021, Free ELTI Webinar Series - Field Courses to Facilitate Land-Use Change January 29, 2021, Webinar: Mapping Together: How Local Leaders Use Open Foris Collect Earth To Monitor Restoration February 9, 2021. ITEEM -The 12th International Conference on Environmental and Rural Development (ONLINE), March 5-8; MMB/KNF: Growth Performance of Trapa orientalis L. (Blume) Ulm. Seedlings in Response to Mineral Nutrient Omission; KJGL: Assessment of Insect Damage and Growth Performance of Dipterocarps Planted at Rainforestation Demonstration Farm at VSU, Baybay City, Leyte	5	5	5	5		1.50%
<i>In nat'l/regional fora/conferences</i>	3 (1) ITEEM, 1 DFS	4 (2)	1/2 (50%) ITEEM 1	ITEEM- GAMA Model Development for Agarwood Production as Influenced by Different Light Conditions and Fungal Inoculation in Leyte, Philippines during the Online Training-Workshop on Modeling for Higher Education Institutions (HEIs); Application of Geographic Information Systems (GIS) and Agent Based Modeling Approach: Agri-Forestry Technology for Ensuring Agricultural Resilience (GAMA-AFTER)	5	5	4	4	7	0.50%
PI 5. Percent of research proposals approved *	Dept. Head & Faculty									0.6%
Number of proposals submitted	EDU, MMB, DFS Faculty (2 ITEEM, 1 DFS)	21%								
Number of proposals approved	DFS & ITEEM	3 (1)	6/1 (600%) DFS 2; ITEEM 4	DFS- DPP (Developing a Smart and Sustainable Disaster Risk Management Model for Eastern Visayas, Biodiversity Conservation and Management Program for Mt. Pangasugan Project); ITEEM (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) MMB: Ecological Assessment and Conservation of Aquilaria malaccensis Through Sustainable Agarwood Production in Leyte and Biliran Islands, Philippines (ECO8AP); VSU funded Research, ELTI funded Research	5	5	5	5		

	Number of ongoing projects	DFS & ITEEM	6 (3)	24/3 (833%)	DFS 18; ITEEM 10	5	5	5	5		
	PI 8. Additional outputs *	Dept. Head & Faculty									
	No. of research-related awards (research conducted by faculty or student w/ faculty)	ITEEM	1							MMB	1.50%
	Number of journal articles/ scientific paper received and reviewed as peer-reviewer	ITEEM	1	2/1 (200%)	ITEEM MMB: Science and Humanities Journal: Environmental Consciousness Drive through an Environmental Jamboree: From the Experience of the Senior High School Student and Youth Leaders from Baybay City, Pilar Camotes, Cebu and Cabugayan, Biliran; Climate Change in Tibet: Impact on Environmental Security of South Asia	5	4	4	4.77		
	Other outputs implementing the new normal due to covid 19	ITEEM		5	ITEEM Participation to research related webinars that facilitate and enhance interest and knowledge to the interested area for research. (ABO:1: KJGL: 4)	5	5	5	5		
	Active research collaborative partnership with Palompon Institute of Technology (PIT)	ITEEM		1	CHED DARE TO Project	5	5	5	5		
MFO 4	EXTENSION SERVICES (10%)										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	10 (9) ITEEM, 2 (1) DFS	12 (9)	40/8 (867%) DFS 10; ITEEM 30	DFS (Australian Centre for International Agricultural Research (ACIAR); Department of Environment and Natural Resources, Regions 7, 8 and 10; Provincial Government of Leyte and Southern Leyte; LGU-Isabel; National Grid Corporation of the Philippines (NGCP); LGU-Baybay; Cienda-San Vicente Farmers' Association; Oxfam in the Philippines; Climate Change Commission; Philippine Council for Agriculture, Aquatic and Natural Resources Research and Development (PCAARRD) ITEEM Terrestrial Ecosystems Division; EDC, LGU (Barugo, Alangalang, Sta Fe, San Miguel, San Isidro, Calubian, Villaba, Tabango, Leyte, Abuyog, Biliran, Cabugayan, Calbiran, Oulaba, Naval, Kawayan, Almeria, Javier, Mahaplag), KALAH-CIDD, DBWD, RISE, and Life Giving Forest Foundation, Carigara Water District, Aquatic Ecosystems Division; PASAR, DA-BFAR, DENR, LGU 6th District of Leyte, VSU Internationalization Program; LGU (Abuyog, Baybay)	5	5	5	5		2.0%
	PI 2. Number of trainees weighted by the length of training *	50 (26) ITEEM, 25 (12) DFS	75 (38)	950/38 (2500%) DFS 70; ITEEM 860	DFS AEP (Virtual Training on Agroforestry systems for smallholders, involving partner communities in Northern Iloilo February 23, 2021, Hands-on training on asexual plant propagation, NEGCO Farm, Mahawan, Kananga, Leyte March 26, 2021, Enhancing Farmers' Knowledge on Agroforestry Systems as a Livelihood in Forest Restoration, Virtual ITEEM 3-day Webinar Series: Impacts of Mining (151 views); Effects of Mining to Coastal Ecosystem (158 views); Information Drive: IRR of Baybay on Waste Management (571 views); ECO-DRR (51 participants)	5	5	5	5		2%

PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	2 1) ITEEM, 1 DFB	3 (2)	16/2 (800%) DFS 8, ITEEM 10	DFB- AEP (Sustainable Generation of Ecosystem Service from VSU Forest Reserve, Establishment & Maintenance of On-Campus Climate-Smart Upland Agroforestry Farming Systems, Tree Farm Establishment for Fuelwood Production) ANP (Philippine Miserior Partnership Incorporated) EOM (Community for Resiliency Training of Trainers, VSU ; ITEEM Mainstreaming Rainforestation in the Philippines; NRM-Based Extension Program; Training on Climate Change and Disaster Risk Reduction Management, Rainforestation: A Climate Resilient Intervention for Local Government Units Vulnerable to Climate Change and Disaster- Prone Areas in the Visayas; Coastal Resource Management; Monitoring of Marine Flora and Fauna in the Vicinity of PASAR, Isabel, Leyte; Community consultation on Ecological and Conservation on Sustainable Agarwood Production (ECO-SAP); ITEEM Webinar Series; Earth Day; Dap-ag Collection and Coastal Clean-up in Cuatro Islas; Coastal Clean-up and Tree Planting Activity	5	5	5	5		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, 26% DFB	53%	99.5% (DFS 100%, ITEEM 99%)	DFB AEP (Virtual Training on Agroforestry systems for smallholders, involving partner communities in Northern Iloilo February 23, 2021; Hands-on training on asexual plant propagation, NÉCO Farm, Mahawan, Kananga, Leyte March 26, 2021, Enhancing Farmers' Knowledge on Agroforestry Systems as a Livelihood in Forest Restoration, Virtual Training for the Visayas, May 6, 2021); ITEEM_School-on-the-Air on Rainforestation Farming, DYBK-FM (Rainforestation Farming: Maluntarung Pamaagi sa Pagpalambo sa Kita, Abunda'ng Pagkaon ug Maminosan ang Epekto sa Pagkausab sa Klima)	5	5	5	5		1%
PI 5. Number of technical/expert services *	Dept. Head & Faculty									1%
Research Mentoring	2 ITEEM, 1 DFB	3	42/3 (1400%) DFS 20, ITEEM 16, CFES 6	DFB _ACIAR Science Research Aide- 5; MS Research Students - 15; ITEEM _Terrestrial Ecosystems Division: Faculty: JOPogosa, ABOras, KJGLongatang , Research Asistants/ Aides: KGundemaro, VEscasinas, PLongatang, FAlmeroda, RMOquias, KFlorencio, OBaldos; Aquatic Ecosystems Division: Research Asistants/Aide: RRBaroto, OCapin, JFAmestoso, HGBayron, GOraño, PFernandez; CFES_SRA: 4, Laborers: 2	5	5	5	5		
Peer reviewers/Panelists	1 ITEEM, 2 DFB	3	5/3 (167%) DFS 3, ITEEM 2	DFB_RSC (Science & Humanites Journal) DPP (Philippine Journal of Science), ANP (DOST Journal); ITEEM_MMBS: Science and Humanities Journal; Environmental Consciousness Drive through an Environmental Jamboree: From the Experience of the Senior High School Student and Youth Leaders from Baybay City, Pilar Camotes, Cebu and Cabugayan, Biliran; Climate Change in Tibet: Impact on Environmental Security of South Asia	5	5	5	5		

Resource Persons	9 ITEEM, 1 DFS	6	10/6 (167%) DFS 4, ITEEM 6	DFS_AEP/ANP/DPP (Virtual Training on Agroforestry systems for smallholders, involving partner communities in Northern Iloilo February 23, 2021, Hands-on training on asexual plant propagation, NECO Farm, Mahawan, Kananga, Leyte March 26, 2021, Enhancing Farmers' Knowledge on Agroforestry Systems as a Livelihood in Forest Restoration, Virtual Training for the Visayas, May 6, 2021); ITEEM Webinar Series: HRM: Impact of Mining, EDE: Information Drive (IRR of Baybay on Waste Management), MMB: Abaka Kinil, KJGL: Introduction to DRR, ABO: Eco-DRR, FJTA: Ecosystem-based Disaster Risk Reduction (Eco-DRR) in Coastal Areas, JOP: Spatial Planning Tools for Eco-DRR	5	5	5	5		
Convenor/Organizer	ITEEM	1	8/1 (800%)	ITEEM_Earth Day Webinar; ITEEM Webinar Series; Final Exam of School-in-the-Air; Community Consultation in Brgy. Pinamanagan, Brgy. Mahayshay, Brgy. Tinkolan; Earth Day: Dap-ag Collection and Coastal Clean-up in Cuatro Islas; VSU Beach Coastal Clean-up and Tree Planting Activity	5	5	5	5		
Consultancy										
Evaluator	ITEEM	1		UGMAD Award for Outstanding Farmers 2021	5	5	5	5		
PI 9. Percent of extension proposals approved	ITEEM	50%	100%	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	5	5	5	5		0.5%
PI 11. Additional outputs *	Dept. Head & Faculty									
Other output implementing the new normal due to covid-19	ITEEM	1		Development of materials for on-line training on Reforestation; Conduct of webinar	5	4	5	4.6	EDE, MMB, JOP, KJGL, ABO	1.6%
Attendance to webinar meeting	ITEEM	6		ITEEM_Attendance to webinar DENR-CIPLS-PAMB meeting as focal academic PAMB member and Face-to-Face TWG-PAMB Meeting as Chairperson	5	5	5	5	2 Regular PAMB Meeting; 4 CIPLS-TWG-PAMB meeting	
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 *	ITEEM	1			5	5	5	5	Concerned faculty will start her study leave on 1st sem, SY 2021-2022	0.625%

[illegible]

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 ISO 9001:2015	Dept. Head & Faculty	Zero Non conformity	Zero Non conformity		5	5	5	Zero non-conformity (No NC)	2.50%
MFO 6	General Admin. & Support Services (GASS)									
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC	ITEEM & DFS	submitted on time, 3	submitted on time	submitted on time DFS-5	5	5	5		1%
	PI 2. Zero percent complaint from clients served	ITEEM & DFS	0%	0%		5	5	5		2%
	PI 3. Number of coaching sessions among department heads, faculty & staff ***	8 ITEEM, 3 DFS	8	14/3 (467%)	DFS_ Faculty 4, and Staff 3 Meeting ; ITEEM 7	5	5	5		
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of College/department targets ***	6 ITEEM, 1 DFS	7	14/3 (467%)	DFS_ Faculty 4, and Staff 3 Meeting ; ITEEM 7	5	5	5		
	PI 5. Number of regular executive committee meetings conducted ***	9 ITEEM, 10 DFS	19	14/3 (467%)	DFS_ Faculty 4, and Staff 3 Meeting ; ITEEM 7	5	5	5		
	PI 6. Additional Outputs	Dept. Head & all faculty & staff								
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies *								explain here briefly why said College wide practice can be considered a best practice	2%
Total Over-all Rating						383.03				
Average Rating					1293.81%	4.71				
Adjectival Rating						Outstanding				

Received by:

DILBERTO O. FERRAREN

Planning Office
Date:

Calibrated by:

DANIEL LESLIE S. TAN

Chairman, PMT
Date:

Recommending Approval:

BEATRIZ B. BELONIAS

Vice Pres. for Acad. Affairs
Date: 9/23/2024

Approved:

EDGARDO E. TULIN

President
Date:

- * 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.