

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: HUMBERTO R. MONTES Jr.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
Head/Dean (50%)		$4.948 \times 50\% = 2.474$	
Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	65%	4.974	3.233
2. Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research	20%	$4.94 \times 20\%$	0.988
3. Extension			
Client/Dir. For Extension (50%)			
Dept Head/Center Director (50%)			
Total for Extension	10%	$5 \times 10\%$	0.50
4. Administration	5%	$5 \times 5\%$	0.25
5. Production			
TOTAL	100%		4.971

EQUIVALENT NUMERICAL RATING: 4.971

Add: Additional Points, if any: none

TOTAL NUMERICAL RATING: 4.971

ADJECTIVAL RATING: OUTSTANDING


HUMBERTO R. MONTES Jr.

Name of Faculty



ANALYN M. MAZO

Department Head

Recommending Approval:


CANDELARIO L. CALIBO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, HUMBERTO R. MONTES Jr., of the Department of Biological Sciences commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2019.


HUMBERTO R. MONTES Jr.
 Ratee

Approved: 
ANALYN M. MAZO
 Head of Unit

5	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
1: Advanced Education Services									
DBS MFO 1. Graduate Degree Program									
DBS MFO 2. Graduate Student									
	PI 1: Number of graduate degree specializations offered and monitored	Act as affiliate faculty	1	1	5	5	5	5	
	PI 3: Number of graduate students advised	Serve as GAC adviser/member	2	4.5	5	5	5	5	
UMFO 2. Higher Education Services									
DBS MFO 1. Curriculum Program									
	PI 1: Total FTE monitored	Teach undergraduate subjects	8	9.3	5	5	4.5	4.833	Teaches Biol 183 lec, Biol 115 lec, Biol 158 Lab
	PI 7: Number of academe/industry linkage established	Link with institutions/industries	2	4.5	5	5	5	5	
	PI 8: Number of students advised for their academic and thesis concerns	Guide students in the conduct of their research	10	10	5	4.5	4.5	4.66	
	PI 9: Number of student organizations advised								
	PI 10: Number of instructional materials developed/revised	Revise lecture guides	1	1	5	5	4.5	4.833	

	PI 11: Number of OBE compliant syllabus prepared		1	1	5	5	4.5	4.833	Biol 114
	Number of seminar/workshop attended	Attend seminars/workshops	3	3	5	5	5	5	
	Number of learning materials acquired								
DBS MFO 3. RESEARCH									
	PI 1: Number of published papers in internationally indexed journals <i>refereed int'l journals</i> <i>refereed national journal</i>								
	PI 2: Number of research outputs presented in local/regional/national /international fora/conferences	Paper presentation, Poster	1	2	4.5	5	5	4.833	FIMFS, FishCORAL
	PI 3: Number of research project/study conducted and/or completed in schedule	Conduct research	3	3	5	5	4.5	4.833	CHED, FishCORAL, Tacloban Assessment
	PI 4: Number of research proposals submitted	Make and submit research proposals	1	1	5	5	5	5	AR
	PI 5: Number of research proposals approved		1	1	5	5	5	5	
	PI 7: Amount of money generated from external funding		Php 2M	Php 3M	5	5	5	5	FishCORAL
	PI 8: Amount of money generated from institutional funding		Php 200K	Php 250K	5	5	5	5	AR
	Number of exchange scholars/ researchers/	As collaborators	1	1	5	5	5	5	Malin Pinsky

	visiting professors assisted								
	Number of research articles submitted for publications			1	5	5	5	5	with Pinsky
	Number of terminal reports submitted	Assessment and monitoring of resources	1	1	5	5	4.5	4.833	AR
DBS MFO 4. Extension services									
	PI 1: Number of technical/expert services rendered		1	2	5	5	5	5	CRM, Tacloban Assessment
	PI 2: Number of extension projects/components conducted	Conduct extension projects/activities	1	2	5	5	5	5	CRM, Tacloban Assessment
	PI 4: Amount of money generated from external funding			Php 300K	5	5	5	5	Tacloban assessment
	PI 5: Amount of money generated from institutional funding	MPA networking; resource assessments & monitoring; PCRA; Paralegal training; CRM seminars	Php 100K	Php 250K	5	5	5	5	CRM
	Number of scientific fora attended as speaker/resource person	FishCORAL validation	1	1	5	5	5	5	FishCORAL
	Number of scientific fora attended as participant	participant	1	1	5	5	5	5	FIMFS
DBS MFO 6: General Administration and Support									
	PI 1: Zero complaints from clients		0	0	5	5	5	5	
	PI 2: Additional outputs								
	Number of management meetings attended	Attend meetings	5	7	5	5	5	5	

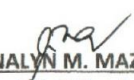
	Number of management meetings conducted (DBS holds meeting once a month)	Conduct meetings	2	4	5	5	5	5	
Total Over-all Rating								128.65	

Average Rating (Total Over-all rating divided by 4)		4.948
Additional Points:		
Approved Additional points (with copy of approval)	NA	
FINAL RATING		4.948
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

Should publish research outputs

Evaluated & Rated by:


ANALYN M. MAZO
Dept/Unit Head

Date: _____

Recommending Approval:


CANDELARIO L. CALIBO
Dean/Director

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Humberto R. Montes, Jr.

Performance Rating: Outstanding

Aim: To mentor junior faculty

Proposed Interventions to Improve Performance:

Date: June 2019 Target Date: 2020

First Step:

To mentor junior faculty

Result:

To mentor Prof. Flandez

Date: _____ Target Date: September-December _____

Next Step:

Team teach with Prof. Flandez, i.e., Dr. Montes handles the lecture and Prof. Flandez handles the lab

Outcome:

Team teach in Biol 111

Final Step/Recommendation:

_mentor other junior staff for other subjects

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


HUMBERTO R. MONTES Jr.