

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONSName of Faculty Member: EDUARDO O. MANGAOANG

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.5 \times 50\% = 2.25$	
b. Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	30%	4.75	1.43
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	25%	4.8	1.2
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	25%	5	1.25
4. Administration	20%	5	1
5. Production	-		
TOTAL			4.88

EQUIVALENT NUMERICAL RATING:

4.88

Add: Additional Points, if any:

0

TOTAL NUMERICAL RATING:

4.88

ADJECTIVAL RATING:


OUTSTANDING

Prepared by:

EDUARDO O. MANGAOANG

Name of Faculty

Reviewed by:


DENNIS P. PEQUE
Department Head

Recommending Approval:


DENNIS P. PEQUE
Dean

Approved:


BEATRIZ S. BELONIAS
Vice President

REF ID: A62160
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1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 26

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ALL PARTS OF THE WORLD


DEPARTMENT OF DEFENSE, WASHINGTON, DC 20315-7000

2545

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Eduardo O. Mangaoang**, Faculty, of the **Department of Forest Science** commits to deliver and agree to be rated on the attainment of the following accomplishments with the indicated measures for the period **July to December, 2018**.


EDUARDO O. MANGAOANG
Ratee


DENNIS F. PEQUE
Dean, CFES

MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
Advanced & Higher Education Services	Full Time Equivalent (FTE)								
	Vacation Leave/ Sick Leave	teaching	2.00	6.3(315%)	5	5	5	5	
	Number of Graduates within prescribed period:								
	Baccalaureate	adviser	1	2 (200%)	4	4	4	4	
	Number of Instructional Materials Developed/Revised and Utilized								
	Course Syllabi revised	author	1	2 (200%)	4	4	4	4	
	Number of hours spent on student consultation	academic adviser, thesis/field practice adviser	10	18 (180%)	5	5	5	5	

Research Services									
	Number of proposals prepared & submitted for funding	project/study leader	1	7(700%)	5	5	5	5	
	Number of research implemented	project/study leader	1	6(600%)	5	5	5	5	
	Number of research report prepared and submitted	project/study leader	2	6(300%)	5	5	5	5	
	Number of research output prepared for publication in refereed journal	author	1	2(200%)	4	4	4	4	
	Number of research linkages forged	project/study leader	1	2(200%)	5	5	5	5	
Extension Services									
	Number of person-days trained	training coordinator	8	72(900%)	5	5	5	5	
	Number of trainings/seminars conducted	training coordinator	1	4(400%)	5	5	5	5	
	Number of beneficiaries served	project leader	15	100(667%)	5	5	5	5	
	Number of exhibits put up	project leader	1	6(600%)	5	5	5	5	
	Technical/ Expert Services:								
	Trainings/seminars	resource person	1	6(600%)	5	5	5	5	
	Consultancy	consultant	1	2(200%)	5	5	5	5	
	Development Projects	project leader	1	4(400%)	5	5	5	5	
	Number of linkages/partnerships forged	project leader	1	2(200%)	5	5	5	5	


Administration									
	Number of meetings conducted	Director	6	25(417%)	5	5	5	5	
	Number of meetings attended	Director	6	20(333%)	5	5	5	5	
	Number of reports prepared and submitted	Director	3	10(333%)	5	5	5	5	
	Number of letters/communications made	Director	6	24(400%)	5	5	5	5	
Total Over-all Rating								102	

Average Rating (Total Over-all rating divided by 4)		
Additional points:		
Approved Additional Points (with copy of the approval)		
FINAL RATING	4.85	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development Purpose:

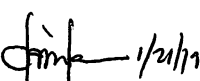
Consider revising syllabus of subjects handed to an OBE format.

Evaluated & Rated by:


DENNIS P. PEQUE
Unit Head

Date: _____

Recommending Approval:


DENNIS P. PEQUE
Dean

Date: _____

Approved:


BEATRIZ S. BELONIAS
Vice President

Date: _____

- 1 - Quality
- 2 - Efficiency
- 3 - Timeliness
- 4 - Average

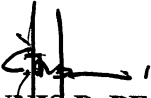
PERFORMANCE MONITORING FORMName of Employee: **EDUARDO O. MANGAOANG**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, makes himself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Impressive	July 1, 2018	December 14, 2018	December 10, 2018	Very Impressive	Outstanding	
2	Performs research and extension functions such as; prepares research/extension proposals, implements duly approved research/extension projects within approved time frame, prepares report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.	Very Impressive	July 1, 2018	December 31, 2018	December 28, 2018	Very Impressive	Outstanding	
3	Attends meetings and makes letters.	Very Impressive	July 1, 2018	December 28, 2018	December 28, 2018	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July 1, 2018	December 28, 2018	December 28, 2018	Very Impressive	Outstanding	

*Either very impressive, impressive, needs improvement, poor, very poor

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

 1/25/19
DENNIS P. PEQUE
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Eduardo O. Mangaoang
Performance Rating : 4.88 (Outstanding) July – December 2018

Aim: To translate research outputs into extension program of faculty member

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2018

Target Date: September 2018

First Step:

Required Dr. Mangaoang to develop training manuals/information brochures on clonal propagation, mangrove rehabilitation and climate change mitigation

Result:

Actively preparing the training manuals/information brochures on clonal propagation of local tree species, mangrove rehabilitation and climate change mitigation

Date: October 2018

Target Date: December 2018

Next Step:

Review the manuals and brochures developed to fit the target clientele


Outcome:

Dr. Mangaoang is actively improving the drafts

Final Step/Recommendation:

Dr. Mangaoang may have more manuals and brochures on forestry and climate change related topics

Prepared by:


DENNIS P. PEQUE
Unit Head

Conforme:


EDUARDO O. MANGAOANG
Ratee

CHARTER OF THE NATIONAL YOUTH COUNCIL

Dr. Howard C. Manning
Chairman, National Youth Council

Chairman, National Youth Council
Performance Review

At the National Youth Council meeting held on July 26, 1978, the following resolution was adopted:

Resolved, that the National Youth Council shall conduct a performance review of its operations and activities in the area of youth development and social action.

Dr. Howard C. Manning

Chairman, July 26, 1978

Final Report

Resolved, that the National Youth Council shall conduct a performance review of its operations and activities in the area of youth development and social action.

Resolved, that the National Youth Council shall conduct a performance review of its operations and activities in the area of youth development and social action.

Dr. Howard C. Manning

Chairman, October 1978

Final Report

Resolved, that the National Youth Council shall conduct a performance review of its operations and activities in the area of youth development and social action.

Outcome

Dr. Manning is actively involved in the review.

Final Report to the Commission

Dr. Manning has been named as the person to lead the review of the National Youth Council's operations and activities in the area of youth development and social action.

Produced by

Dr. Howard C. Manning
Chairman, National Youth Council
Unit 1000

Continued

Dr. Howard C. Manning
Chairman