

Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: **MARLITO M. BANDE**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction	50%		
a. Head/Dean (50%)	25%	5	1.25
b. Students (50%)	25%	5	1.25
TOTAL for Instruction	50%		
2. Research	20%	5	1.0
3. Extension	25%	5	1.25
4. Administration	2.5%	5	0.125
5. Production	2.5%	5	0.125
TOTAL	100%		5.0

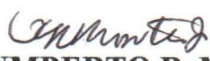
EQUIVALENT NUMERICAL RATING: 5.0  
Add: Additional Points, if any:             
TOTAL NUMERICAL RATING: 5.0  
FINAL NUMERICAL RATING 5.0

ADJECTIVAL RATING: Outstanding

Prepared by:

  
**MARLITO M. BANDE**  
Name of Faculty

Reviewed by:

  
**HUMBERTO R. MONTES, JR.**  
Department Head


Approved:

  
**EDGARDO E. TULIN**  
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARLITO M. BANDE, of the INSTITUTE OF TROPICAL ECOLOGY AND ENVIRONMENTAL MANAGEMENT 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 to JUNE, 2016.

  
MARLITO M. BANDE  
Ratee

  
Approved: HUMBERTO R. MONTES, JR.  
Head of Unit

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
MFO 1 - 2: Advanced and Higher Education Services	FTE	Teaches the following courses: SY 2015-16 (2 <sup>nd</sup> Semester)  ▪ Undergraduate courses (Lec and Lab: Envi. 118, Lec 198))  ▪ Graduate Course (TREC 208)	4.0  1.0	7.10  1.00	✓ ✓	✓ ✓	✓ ✓	✓ ✓	
	Number of Instructional Materials Developed/ Revised and Utilized:  ▪ New/Revised syllabi	Prepare and revise syllabi of courses handled (Envi 118, Envi 198, TREC 208)	1	3	✓	✓	✓	✓	OBE Format
	Number of Student Research Advising: ▪ Approved manuscript submitted within the prescribed period (SY 2015-16)	MSc. Adviser MSc. GAC member BSc. Adviser  BSc. SRC member	1 1 1 1	2 2 3 1	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	Aureo, Decina Doguiles, Sabijon Yap, Canas, Peridicos Roldan,
	▪ Approved thesis outline submitted within the prescribed period (SY 2015-16)	MSc. Adviser MSc. GAC member BSc. Adviser  BSc. SRC-Chairman/Member	1 1 2 2	1 2 3 6	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	Moreno Escala, Enriquez Asio, Tulin, Calungsod Manongsong, Cruza, Meneses, Balbuena, Romo, Barrios
	Student Advising and Consultation Services: ▪ No. of hours spent for student thesis	Counseling and advising students thesis	1hr	2hrs	✓	✓	✓	✓	3 MSc. and 9 BSc. students



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					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
	Number of Academe/ Industry Linkage established:	Technical Expert	1	2	✓	✓	✓	✓	ELTI-Yale University & RFRI
<b>MFO 3: Research Services</b>									
<b>Performance Indicator 1:</b>	Number Papers Published:								
	▪ In refereed Journals	Corresponding author	1	2	✓	✓	✓	✓	ATR (Jan-Jun, 2016 Issue) ELTI and UP Press EDC-VSU
	▪ In book/book chapter	Corresponding author	1	2	✓	✓	✓	✓	
	▪ In manuals	Co-author	1	3	✓	✓	✓	✓	
	Number of Published Papers Submitted:								
	▪ In refereed Journals (ITR) for publication	Co-author	1	2	✓	✓	✓	✓	COCOBOARD-ATR
	Number of Research Outputs Submitted:								
	▪ Reports (Quarterly, Annual/Terminal)	Project/Study Leader	4	8	✓	✓	✓	✓	NRM Project, PHERNet, COCOBOARD
<b>Performance Indicator 2:</b>	Number of Research Outputs Disseminated or Presented in Fora/ Conferences	Paper presenter Resource person	1 1	2 3	✓ ✓	✓ ✓	✓ ✓	✓ ✓	RDE (Level 1& 2) Rainforestation Training
<b>Performance Indicator 3:</b>	Number of research project and/or completed	Study Leader	1	2	✓	✓	✓	✓	PHERNet and COCOBOARD
<b>Performance Indicator 4:</b>	Number of research proposal submitted	Study Leader	1	3	✓	✓	✓	✓	ELTI, CHED, VSU
<b>Performance Indicator 5:</b>	Number of studies presented	Presenter	1	2	✓	✓	✓	✓	RDE In-house review
<b>Performance Indicator 6:</b>	Percentage of research/project proposal approved	Component Study Leader (CHED Project Proposal)	100%	100%	✓	✓	✓	✓	ELTI, CHED, VSU
<b>Performance Indicator 7:</b>	Amount of money generated from external funding	Study Leader (COCOBOARD Project)	0.1M	2.00M	✓	✓	✓	✓	SWISS funded
		Project Leader (CO <sub>2</sub> Compensation Project)	0.1M	0.58M	✓	✓	✓	✓	NatureLife Foundation funded
<b>Performance Indicator 8:</b>	Amount of money generated from internal funding	Project Leader	0.1M	0.25M	✓	✓	✓	✓	NRM Project (VSU funded)
<b>Performance Indicator 9:</b>	Number of exchange scholars/researchers/visiting professors assisted	Exchange students	1	2	✓	✓	✓	✓	Erasmus Mundus
		Research counterpart	1	4	✓	✓	✓	✓	Yale and Bern University

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					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
									researchers and Peace Corp volunteer
	Number of MOUs signed	Collaborator	1	1	✓	✓	✓	✓	KATALA Foundation
<b>MFO 4: Extension Services</b>									
<b>Performance Indicator 1:</b>	Number of persons-day trained weighted by length of training/workshop:	Resource person	25	106	✓	✓	✓	✓	Rainforestation Training in Palawan, Davao, Leyte, Eastern Samar, Negros Oriental and Occidental
<b>Performance Indicator 2:</b>	Number of trainings/ seminars/workshops served/conducted by levels: Institutional/Local	Resource Person Facilitator	2	5	✓	✓	✓	✓	Rainforestation Training in Palawan, Davao, Leyte, Eastern Samar, Negros Oriental and Occidental
	% requests for training/seminars responded to within 3 days	Resource Person Facilitator Participant	100%	100%	✓	✓	✓	✓	Rainforestation and Biodiversity Conservation
	Number of Meetings/ trainings/orientation/fora/summit attended	Convenor/presider/member/ facilitator/participant and Resource Person	4	15	✓	✓	✓	✓	RFRI, ELTI, Rainforestation and Biodiversity Conservation
	No. of letters/invitations prepared/disseminated to appropriate offices within 5 working days	Signatory Facilitator Invitees	5	25	✓	✓	✓	✓	VSU-ELTI, VSU-EDC, Rainforestation and Biodiversity Conservation
<b>Performance Indicator 3:</b>	▪								
<b>Performance Indicator 4:</b>	Number of beneficiaries served	Technical person	20	67	✓	✓	✓	✓	PHERNet beneficiaries, Rainforestation Trainers and adopters
<b>Performance Indicator 5: Technical Advisory Services</b>	Number of International collaborators, LGUs, NGOs, POs and Councils/Board assisted	Technical Expert and Collaborator	5	11	✓	✓	✓	✓	ELTI-VSU RF trainers alumni, RFRI, LGU Silago, LGU Bacong, LGU Pilar, KATALA



MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLIS HMENT	RATING				REMARKS
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
									Foundation, NTFP, FPE, PTFCF, CSVFA, and PRA
	Number of partnerships/ linkages/resource generated established (e.g. MOUs)	Collaborator/Technical Expert	1	1	✓	✓	✓	✓	KATALA Foundation
	Number of Rainforestation adopters assisted	Technical Expert/ Collaborator	4	108	✓	✓	✓	✓	ELTI-VSU RF trainers alumni
	Number of Rainforestation trainers assisted	Technical Expert	20	174	✓	✓	✓	✓	ELTI-VSU RF trainers alumni
	% requests for critical tech. services responded to within 3 days	Technical Expert/Evaluator	100%	100%	✓	✓	✓	✓	ELTI-VSU RF trainers alumni and RF adopters
	% of clients who rated the service as satisfactory or better	Technical Expert/Evaluator	100%	100%	✓	✓	✓	✓	ELTI-VSU RF trainers alumni and RF adopters
Performance Indicator 6:	Number of extension projects/components conducted	Project Leader	1	1	✓	✓	✓	✓	NRM-Based extension project
		Component Leader	1	2	✓	✓	✓	✓	RF extension project, Yamang Lupa
Performance Indicator 7:	Number of extension project proposal submitted	Project Leader	1	1	✓	✓	✓	✓	NRM (VSU funded),
		Component Leader	1	1	✓	✓	✓	✓	PTFCF (Silago Proj.)
Performance Indicator 8:	Percent of extension proposal submitted		100%	100%	✓	✓	✓	✓	NRM, PTFCF
Performance Indicator 9:	Percent of extension proposal approved		100%	100%	✓	✓	✓	✓	NRM & ELTI
Performance Indicator 10:	Amount of money generated from external funding		0.1M	0.15M	✓	✓	✓	✓	ELTI Leadership Program support
Performance Indicator 11:	Amount of money generated from institutional funding		0.1M	0.45M	✓	✓	✓	✓	NatureLife International
Performance Indicator 12:	Number of extension-related awards	Awardee (Best Extension Project)	1	1	✓	✓	✓	✓	RDE Level 2
MFO 5: Support to Operation Services									
Performance Indicator 3:	Number of seminars/trainings/ conventions/workshops coordinated inside the University	Organizer	1	2	✓	✓	✓	✓	National Rainforestation Trainers Training (April, 2016)

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					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Performance Indicator 4:	Number of seminars/trainings/conventions/workshops coordinated outside the University	Resource person	2	7	✓	✓	✓	✓	RF Training in in Palawan, Davao, Leyte, Eastern Samar, Negros Oriental and Occidental
Performance Indicator 6:	Number of In-house writeshop/reviews conducted/attended	Presenter	1	2	✓	✓	✓	✓	RDE Level 1 and 2
Performance Indicator 8:	Number of activities organized/attended/assisted/participated/facilitated	Facilitator	1	4	✓	✓	✓	✓	Rainforestation Training and Students/Farmers Field Visit
MFO 6: Administrative Support Services									
Performance Indicator 1:	Number of staff supervised and monitored	Head, Terrestrial Division Project/Study Leader Component Leader	5 1 4	5 2 11	✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓	Terrestrial Division, NRM, Tzu Chi, COCOBOARD, CO <sub>2</sub> Projects
Performance Indicator 2:	Meetings attended: ▪ College and Department ▪ UAC ▪ Mt. Pangasugan Biodiversity Center ▪ NRM-Extension Based Program ▪ COCOBOARD ▪ CO <sub>2</sub> compensation project	Faculty Member Chairman Project Leader Study Leader Study Leader	6 1 1 6 6 1	12 1 3 6 6 2	✓ ✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓ ✓	CFES, ITEEM, UAC, Project related
Performance Indicator 3:	Number of applicants evaluated (CFES and ITEEM)	Personnel Committee Member	1	1	✓	✓	✓	✓	As the need arises
	No. of progress reports prepared, retrieved, consolidated & submitted	Project/Study Leader	2	6	✓	✓	✓	✓	COCOBOARD and CO <sub>2</sub> Compensation Project, NRM, Tzu Chi, & ELTI
Performance Indicator 6:	Area of demonstration and nature park maintained	Supervisor	20 has	45 has	✓	✓	✓	✓	Nature Park and Rainforestation Research and Training Center
Performance Indicator 7:	No. of laboratory equipment purchased	Laboratory Instructor/Faculty	1	2	✓	✓	✓	✓	Analytical balance and Data logger
Performance Indicator 8:	No. of office/training facilities maintained • Screen House • Germination Shed House • Bagging Shed	Supervisor	1 1 1	1 1 1	✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓	Terrestrial Ecosystems Division



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					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
	• RDE and Rainforestation Training Room		1	1	✓	✓	✓	✓	
Performance Indicator 9:	No. of college/department committees chaired and member	Chairman Member	1 2	3 5	✓ ✓	✓ ✓	✓ ✓	✓ ✓	University, CFES and ITEEM
Performance Indicator 11:	% of apparatus/equipment maintained	MR	100%	100%	✓	✓	✓	✓	
Performance Indicator 13:	Zero percent complaint from clients serve	Technical experts	100%	100%	✓	✓	✓	✓	
Performance Indicator 14:	Best practices/new initiatives implemented	Supervisor	1	1	✓	✓	✓	✓	Pooling of human resource to attain project activities within the prescribed period
TOTAL OVER-ALL RATING								360	

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

Comments & Recommendations for Development Purpose:

Received by:

*[Signature]*  
 RITA L. QUIRANO  
 PMT

DATE

Calibrated by:

*[Signature]*  
 PMT

DATE

Recommending Approval:

*[Signature]*  
 BEATRIZ S. DELONIAS  
 VICE-PRESIDENT

DATE

Approved:

*[Signature]*  
 EDGARDO E. TULIN  
 PRESIDENT

DATE