

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name 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%)		$4.83 \times .50 = 2.42$	
b. Students (50%)		$4.00 \times .50 = 2$	
Total for Instruction	50%	4.42	2.21
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	10%	4.88	0.49
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	10%	4.95	0.50
4. Administration	30%	4.83	1.45
5. Production			
TOTAL			4.64

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.64

ADJECTIVAL RATING:

Outstanding

Prepared by:


EDUARDO O. MANGAOANG
Name of Faculty


Reviewed by:


ANATOLIO N. POLINAR
Department Head

Recommending Approval:


DENNIS P. PEQUE
Dean


Approved:



BEATRIZ S. BELONIAS
Vice President


"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Eduardo O. Mangaoang**, a faculty member of the DEPARTMENT OF FOREST SCIENCE commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July to December 2021**.


EDUARDO O. MANGAOANG
 Professor VI
 Date: 1/19/22

Approved:

ANATOLIO N. POLINAR
 Department Head
 Date: 1/20/2022


DENNIS P. PEQUE
 College Dean
 Date: 1/20/2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented &	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1	1/1 (100%)	5	5	5	5	
	PI 8: Number of graduate students	A2. Number of students advised	Acts as academic adviser to graduate students	1	1/1 (100%)	5	4.5	4.5	4.67	S. Bernaldez - Master's thesis
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1/1 (100%)	5	5	4.5	4.83	S. Bernaldez - Master's thesis
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	0					still on-standby

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						Quality	Efficiency	Timeliness	Average	
		<u>A4.</u> Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	4	12/4 (300%)	5	5	4.5	4.83	Graduate and undergraduate forestry students
	<u>PI 9:</u> Number of instructional materials developed *	<u>A5.</u> Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2/1 (200%)	5	5	4.5	4.83	2 modules: Forestry Econ & Valuation, Forest Business Management
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	10/2 (500%)	5	5	4.5	4.83	Lecture ppt: Fmgt 143, Fmgt 147, Reading assignments:, Fmgt 147, Fmgt 143
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	12/3 (400%)	5	5	4.5	4.83	Fmgt 143: 2 exams, 2 quizzes, 1 business plan, 2 reseach papers; Fmgt 147: 2 exams, 3 research
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	1	0					In Progress
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	5/1 (500%)	5	5	5	5	Fmgt 128, Fmgt 143, Fmgt 147, FORY 206, FORY 300
	<u>PI 10.</u> Additional outputs:	<u>A 8.</u> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	4/1 (400%)	5	5	4.5	4.83	student research work, specil topics, case analysis, virtual consultations

43.65
9

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	1	1/1 (100%)	5	5	5	5	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	3/1 (300%)	5	5	4.5	4.83	Fmgt 147, Fmgt 143, FORY 300
		A11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	2/1 (200%)	5	5	4.5	4.83	2 graduating students
		A12. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	4/2 (200%)	5	4.5	4.5	4.67	Fmgt 143: 2; Fmgt 147: 2
		A13. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	4/4 (100%)	5	4.5	4.5	4.67	Fmgt 143: 2; Fmgt 147: 2
	PI 8: Number of students advised: *	A14. Number of students advised:	Acts as academic adviserto students	4	6/4 (150%)	5	5	4.5	4.83	6 student advisees
		A15. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	0					none

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						Quality	Efficiency	Timeliness	Average	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	0					none
		<u>A16</u> : Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	4	12/4 (300%)	5	5	4.5	4.83	undergraduate and graduate students
	<u>PI 10</u> : Number of instructional materials developed *	<u>A 17</u> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2/1 (200%)	5	4.5	4.5	4.67	Fmgt 143, Fmgt 147
		Supplemental learning resource	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	18/2 (900%)	5	4.5	4.5	4.67	Fmgt 143: 8, Fmgt 147: 10
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	12/4 (600%)	5	5	4.5	4.83	Fmgt 143: 6, Fmgt 147: 6
		<u>A 18</u> : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	1						In Progress
		<u>A 19</u> : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	2/1 (200%)	5	5	5	5	Fmgt 143, Fmgt 147

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	4/1 (400%)	5	5	5	5	Research paper, Special topics, consultations, problem set/business plan
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	1	6/1 (600%)	5	5	5	5	mangrove restoration, lgu cc adaptation, cc training needs assessment, climate risk, forest policy reforms, FLR funding status by donor organizations
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	1/1 (100%)	5	5	4/5	4.83	FLR funding status by donor organizations
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		In refereed int'l journals								

57.83
12

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		In refereed nat'l/regional journals		1	3/1 (300%)	5	5	4.5	4.83	Baseline study on community DRR preparedness, response and recovery, Attributes of resilience of local communities to natural hazards & disasters, climate & disaster risks financing and insurance
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		In int'l fora/conferences		1	1/1 (100%)	5	5	4.5	4.83	CCC Webinar: 1;
		In nat'l/regional fora/conferences		1	0					CCC Webinar: 2; IAF-UPLB Webinar: 1
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	3/1 (300%)	5	5	4.5	4.83	LGU cc adaptation capacity, climate risk financing, WoMangrove action research
	PI 6. Additional outputs*	A 32. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1	2/1 (200%)	5	5	5	5	Forest ecozone policy paper, forest cadastre policy paper

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		A 33. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	4/1 (400%)	5	5	4.5	4.83	Field coordinating survey, google form survey, F2F survey with health protocol, online FGD
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 34. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	12/1 (1200%)	5	5	5	5	ICSC, Oxfam, CORA, PASAR, CCC, LAPCO, DBP, 5 LGUs
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 35. Number of extension programs/projects implemented	Implements duly approved extension projects	1	5/1 (500%)	5	5	5	5	CORE project, Climate smart upland demo farm, DBP forest project, WoMangrove Rehabilitation, Clonal Nursery
	PI 5. Number of technical/expert services	A 36. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor		1	3/1 (300%)	5	5	4.5	4.83	3 staff
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	2	5	5	5	5	NEMSU National Symposium
	Resource Persons	Resource Persons		1	4/1 (400%)	5	5	5	5	CCC Webinar:3, UPLB-IAF Webinar: 1
	Convenor/Organizer	Convenor/Organizer		1	1/1 (100%)	5	5	5	5	WoMangrove Orientation Seminar
	Consultancy	Consultant		1	2/1 (200%)	5	5	5	5	FEF, CORA
	Evaluator	Evaluator		1	1/1 (100%)	5	5	5	5	NEMSU National Symposium

34.15
7

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	<u>PI 8.</u> Percent of extension proposals approved *	<u>A 37.</u> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	50%	100% (3/3)	5	5	4.5	4.83	CORE project, Climate smart demo, CORA Womangrove
	<u>PI 11.</u> Additional outputs *	<u>A 38.</u> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	3/1 (300%)	5	5	4.5	4.83	IEC material development, Demo farm enhancement, video clip development
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	<u>PI 8.</u> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department	<u>A 39.</u> Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member		100%	5	4.5	4.5	4.67	Complied
		<u>A 40.</u> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations			100%	5	5	4.5	4.83	Complied
		On institutional accreditations			100%	5	5	4.5	4.83	Complied
UMFO 6. General Admin. & Support Services (GASS)										

99.47
10

14.73
3

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	PI 2. Zero percent complaint from clients served	A 41. Customerly friendly frontline services	Provides customer friendly frontline services to clients		100%	5	5	4.5	4.83	Complied
	PI 3: Additional Outputs	A 42. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice	1	4/1 (400%)	5	5	4.5	4.83	Participatory planning & decision making; staff consultation meetings, bonding/motivating
		A 43. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1	2/1 (200%)	5	5	4.5	4.83	Work planning and scheduling, staff communication and meetings online
	Total Over-all Rating		213.94							submit to MMPC for editing the online courseware made
	Average Rating		4.86							for the subjects taught in the
	Adjectival Rating		outstanding							previous subjects

Evaluated & Rated by:

ANATOLIO N. POLINAR

Head, DFS

Date: 1/20/2022

Recommending Approval

DENNIS P. PEQUE

Dean, CFES

Date: 1/20/2022

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 1/20/22

114.49

3.

44

PERFORMANCE MONITORING FORM

Name 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 the prescribed period, makes himself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Very Impressive	Very Satisfactory	Submitted grades on time. Entertains the concerns of all advisees during enrollment.
2	Performs research and extension functions such as; prepares research/extension proposals, implements duly approved research/extension	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Very Impressive	Outstanding	Performed excellently as Director of RCCRDC

	projects within the approved time frame, prepares report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.							
3	Attends meetings and makes letters.	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Very Impressive	Outstanding	Attended regular faculty meetings.
4	Performs other functions such as being; member of VSU Academic Council, etc.	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Very Impressive	Outstanding	Able to multitask and maintain productivity

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

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:


ANATOLIO N. POLINAR
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Eduardo O. Mangaoang
Performance Rating : 4.64 (Outstanding) July – December 2021

Aim: To translate research outputs into extension materials and/or program of faculty member

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

Date: July 2021

Target Date: September 2021

First Step:

Required Dr. Mangaoang to develop training manual 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 despite the pandemic.

Date: October 2021

Target Date: December 2021

Next Step:

Review the manuals and brochures developed to fit the target clientele

Outcome:

Dr. Mangaoang is actively preparing webinars on climate change related topics.


Final Step/Recommendation:

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

Prepared by:


ANATOLIO N. POLINAR
Unit Head

Conforme:


EDUARDO O. MANGAOANG
Ratee