

Exhibit J


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: ELIZA D. ESPINOSA


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	25	4.8	1.2
b. Students (50%)	25	4.4	1.15
TOTAL for Instruction	50%		
2. Research	20%	4.8	0.96
3. Extension	30%	5.0	1.5
4. Administration			
5. Production			
TOTAL	100%		4.81

EQUIVALENT NUMERICAL RATING: 4.81
Add: Additional Points, if any: 0.02
TOTAL NUMERICAL RATING: 4.83
FINAL NUMERICAL RATING 4.8

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

ELIZA D. ESPINOSA
Name of Faculty

Reviewed by:

HUMBERTO R. MONTES, JR.
Department Head

Approved:

EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELIZA D. ESPINOSA, 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.

ELIZA D. ESPINOSA
Ratee

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

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
MFO 1 - 2: Advanced and Higher Education Services	FTE	Teaches the following courses: SY 2015-16 (2 nd Semester) <ul style="list-style-type: none"> Undergraduate courses (Lec and Lab: Envi. 112; 122); (Lec: Envi. 199) Graduate Course (Lec: TREC 299) 	3.0	8.63	✓	✓	✓	✓	
	Number of Instructional Materials Developed/ Revised and Utilized: <ul style="list-style-type: none"> New/Revised syllabi 	Prepare and revise syllabi of courses handled	1	1	4	4	4	4	
	Number of Student Research Advising: <ul style="list-style-type: none"> Approved manuscript submitted within the prescribed period (SY 2015-16) 	BSci. Thesis Adviser BSci. SRC-Chairman	2 3	1 3	4 5	4 5	4 5	4 5	Fernandez, May-Ann Roldan Jay Barte, Lorenzo Paa, John Paul

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
		BSci. SRC-Member	1	0	4	4	4	4	Torregosa, Alona (On-going)
	Approved undergraduate thesis outline submitted within the prescribed period (SY 2015-16)	BSci. Thesis Adviser	1	0	4	4	4	4	Bagaslao, Raychale (On-going)
	Approved graduate thesis outline submitted within the prescribed period (SY 2014-15)	MSc. GAC Member							
	Student Advising and Consultation Services:								
	▪ No. of hours spent for student thesis	Counseling and advising students thesis	2 hr.	3 hrs.	✓	✓	✓	✓	7 studs
	▪ No. of hours spent for student organizations	Guiding and advising students organization	0.25 mins	30 mins	✓	✓	✓	✓	1 organization
	▪ No. of organizations advised	Adviser	1	1	✓	✓	✓	✓	HOMES
	▪ No. of student-related activities assisted	Advising	1	1	✓	✓	✓	✓	HOMES
MFO 3: Research Services									
Performance Indicator 1:	Number of Research Outputs Submitted:								
	▪ Reports (Quarterly) to OVPRE and GIZ-PAME	Project/Study Leader	2	2	✓✓	✓✓	✓✓	✓✓	GIZ-PAME Project Report
		Study Leader	1	2	✓✓	✓✓	✓✓	✓✓	CRM Report
		Component Leader	1	2	✓✓	✓✓	✓✓	✓✓	CRM Report
Performance Indicator 2:	Number of Research Outputs Disseminated or Presented in Fora/ Conferences/Orientation/Council:								
	▪ In Local	Project/Study Output Presenter	2	2	✓	✓	✓	✓	GIZ-PAME Project-PAMB, mLGUs, bLGUs,

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
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Performance Indicator 3:	Number of research project conducted	Project Leader	1	1	✓	✓	✓	✓	GIZ-PAME Project
		Study Leader	1	1	✓	✓	✓	✓	
Performance Indicator 6:	Percentage of research/project proposal approved	Component Study Leader (CHED Project Proposal)	100%	100%	✓	✓	✓	✓	On-going
Performance Indicator 7:	Amount/Value of Project Fund/ Resources Externally Generated	Project Leader (GIZ-PAME Project Funding)	1.23M (continuing Project Funds)	1.23M	✓	✓	✓	✓	P883,330+350,000 (equipment) continuing project
MFO 4: Extension Services									
Performance Indicator 1:	Number of persons-day trained weighted by length of training/workshop: Institutional	Resource Person/Facilitator	30	60	✓	✓	✓	✓	POs, Bantay Dagat, Fisherfoks
Performance Indicator 2:	Number of Meetings/ trainings/orientation/fora/summit attended	Convenor/presider/member/ facilitator/participant and Resource Person	1	1	✓	✓	✓	✓	2 nd National Protected Area Summit
			3	5	✓	✓	✓	✓	PAMB regular meeting and TWG meeting
	Number of trainings/ seminars/workshops served/conducted by levels: Institutional/Local	Resource Person Facilitator	3	4	✓	✓	✓	✓	(Coastal Law Enforcement Trng. Policy Orientation, METT and PA Management Workshop)
	% requests for training/seminars responded to within 3 days	Resource Person Facilitator Participant	100%	100%	✓	✓	✓	✓	

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
	No. of letters/invitations prepared/disseminated to appropriate offices within 5 working days	Signatory Facilitator Invitees	5	12	✓	✓	✓	✓	IMFARMC/PAMB -TWG Meetings, GIZ-PAME Project Activities (DENR, LGUs)
Performance Indicator 3:	Number of mm material produced by type:								GIZ-PAME Project Output presented to mLGU and bLGU
	▪ PPT presentations	Author	4	7	✓	✓	✓	✓	
	Number of IEC materials developed/used:	Author Coordinator	1 4	1 4	4 4	4 4	4 4	4 4	On-going On-going
	Number of permanent signages established in CIPLS Project	Project Leader	16	4	4	4	4	4	On-going
Performance Indicator 4:	Number of beneficiaries served	Technical Experts/Adviser	50 (continuing services)	50	✓	✓	✓	✓	5 th District Coastal Mun., PAMB & LGU-Inopacan, LGU Hindang, POs, PAMB
Performance Indicator 5: Technical Advisory Services	Number of LGUs, NGOs, POs and Councils/Board assisted	Technical Expert and Collaborator	6 (continuing assistance)	6	✓	✓	✓	✓	IMFARMC 5 th District, PAMB, ITOURCO ECOFISH, BFAR
	Number of partnerships/linkages/resource generated established (e.g. MOAs, MOUs)	Collaborator/Technical Expert	continuing partnerships or linkages	continuing partnerships or linkages	✓	✓	✓	✓	GIZ-PAME and 5 th District of Leyte
	Number of MPA assisted	Technical Expert/ Collaborator	4	10	✓	✓	✓	✓	Baybay-Matalom including Protected Areas (CIPLS)

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
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	Number of critical technical support services request facilitation/ coordination:	Technical Expert	1	3	✓	✓	✓	✓	DENR, LGUs,
	% requests for critical tech. services responded to within 3 days	Technical Expert/Evaluator	100%	100%	✓	✓	✓	✓	ECOFISH, BFAR
	% of clients who rated the service as satisfactory or better	Technical Expert/Evaluator	100%	100%	✓	✓	✓	✓	CIPLS Project Training
Performance Indicator 6:	Number of extension projects/components conducted	Project Leader	1	1	✓	✓	✓	✓	GIZ-PAME, CRM
		Component Leader	1	1	✓	✓	✓	✓	
MFO 5: Support to Operation Services									
Performance Indicator 6:	Number of In-house writeshop/reviews conducted/attended	Participant/Presenter	1	1	✓	✓	✓	✓	Project Output
Performance Indicator 8:	Number of activities organized/attended/assisted/participated/facilitated	Organizer/Facilitator/Resource Person	2	3	✓	✓	✓	✓	CIPLS Project activities
MFO 6: Administrative Support Services	Number of staff supervised and monitored	Research Assistant	1	1	✓	✓	✓	✓	GIZ-PAME
	Meetings attended: ▪ College and Department ▪ University	Faculty	6	6	✓	✓	✓	✓	CFES, ITEEM,
	Number of applicants evaluated (CFES and ITEEM)	Personnel Committee Member	1	1	✓	✓	✓	✓	
	No. of progress reports prepared, retrieved, consolidated & submitted	Project/Study Leader/ CRM Coordinator	2	2	✓	✓	✓	✓	GIZ-PAME
	No. of office and laboratory equipment purchased		4	4	✓	✓	✓	✓	

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLIS HMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
	No. of college/department committees chaired and member	Chairman	2	2	✓	✓	✓	✓	CFES and ITEEM
		Member	5	5	✓	✓	✓	✓	
	% of apparatus/equipment maintained	MR (Focal)	100%	100%					GIZ-PAME supplies/ equipment
TOTAL OVER-ALL RATING									

211

Average Rating (Total Over-all rating divided by 4)		4.8
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.8
ADJECTIVAL RATING		Very Satisfactory

Comments & Recommendations for Development Purpose:

Received by:

HERESITA L. QUIÑANOLA
FR-DEO

DATE

Calibrated by:

[Signature]
PMT

DATE

Recommending Approval:-

[Signature]
BEATRIZ S. PERONAS
VICE-PRESIDENT

DATE

Approved:

[Signature]
EDGARDO E. TULIN
PRESIDENT

DATE

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