

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%)		$4.08 \times 50\% = 2.04$	
b. Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	75%	4.54	1.76
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	25%	5	1.25
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	25%	5	1.25
4. Administration	20%	4.5	0.9
5. Production	-		
TOTAL			4.76

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.76

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


EDUARDO O. MANGAOANG
Name of Faculty

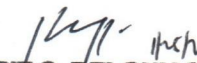
Reviewed by:


DENNIS P. PEQUE
Department Head

Recommending Approval:



DENNIS P. PEQUE
Dean

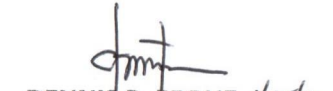
Approved:


BEATRIZ S. BELONIAS
Vice President

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 in accordance with the indicated measures for the period **July to December, 2019**.


EDUARDO O. MANGAOANG
 Ratee


DENNIS P. 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 (300%)	5	4	4	4.33	
	Number of Graduates within prescribed period:								
	Baccalaureate	adviser	1	1 (100%)	4	4	4	4	
	Number of Instructional Materials Developed/Revised and Utilized								
	Course Syllabi revised	author	1	1(100%)	4	4	4	4	
	Number of hours spent on student consultation	academic adviser, thesis/field practice adviser	12	20 (167%)	4	4	4	4	
Research Services									
	Number of proposals prepared & submitted for funding	project/study leader	1	2 (200%)	5	5	5	5	

	Number of research implemented	project/study leader	2	3 (150%)	5	5	5	5	
	Number of research report prepared and submitted	project/study leader	4	6 (150%)	5	5	5	5	
	Number of research output prepared for publication	author	1	3 (300%)	5	5	5	5	
	Number of research linkages forged	project/study leader	1	3 (300%)	5	5	5	5	
Extension Services									
	Number of person-days trained	training coordinator	10	40 (400%)	5	5	5	5	
	Number of trainings/seminars conducted	training coordinator	1	3 (300%)	5	5	5	5	
	Number of beneficiaries served	project leader	20	120 (600%)	5	5	5	5	
	Number of exhibits put up	project leader	1	3 (300%)	5	5	5	5	
	Technical/ Expert Services:								
	Trainings/seminars	resource person	1	5 (500%)	5	5	5	5	
	Consultancy	consultant	1	2 (200%)	5	5	5	5	
	Development Projects	project leader	1	3 (300%)	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	20 (333%)	5	5	5	5	

	Number of meetings attended	Director	5	12 (240%)	4	4	4	4	
	Number of reports prepared and submitted	Director	4	12 (300%)	5	4	4	4.33	
	Number of letters/communications made	Director	10	30 (300%)	5	5	4	4.67	
Total Over-all Rating								99.93	

Average Rating (Total Over-all rating divided by 4)	
Additional points:	
Approved Additional Points (with copy of the approval)	
FINAL RATING	4.73
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development Purpose:
 Consider revising syllabus of subjects handed to an OBE format.

Evaluated & Rated by:

[Signature]
 DENNIS P. PEQUE
 Unit Head

Date: _____

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

Recommending Approval:

[Signature]
 DENNIS P. PEQUE
 Dean

Date: _____

Approved:

[Signature]
 BEATRIZ S. BERONIAS
 Vice President

Date: _____

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 prescribed period, makes himself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Impressive	July 1, 2019	December 30, 2019	December 30, 2019	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, 2019	December 30, 2019	December 30, 2019	Very Impressive	Outstanding	
3	Attends meetings and makes letters.	Very Impressive	July 1, 2019	December 30, 2019	December 30, 2019	Very Impressive	Outstanding	
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July 1, 2019	December 30, 2019	December 30, 2019	Very Impressive	Outstanding	

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

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:


DENNIS P. PEQUE
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Eduardo O. Mangaoang
Performance Rating : 4.76 (Outstanding) July – December 2019

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 2019

Target Date: September 2019

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 2019

Target Date: December 2019

Next Step:

Review the manuals and brochures developed to fit the target clientele

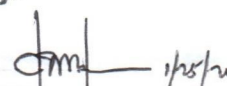
Outcome:

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