

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: TEOFANES A. PATINDOL

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
<b>1. Instruction</b>			
a. Head/Dean (50%)		$4.82 \times .50 = 2.41$	
b. Students (50%)		$3.50 \times .50 = 1.75$	
<b>Total for Instruction</b>	<b>60%</b>	<b>4.31</b>	<b>(2.50) 2.59</b>
<b>2. Research</b>			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Research</b>	<b>8%</b>	<b>4.47</b>	<b>(0.33) .37</b>
<b>3. Extension</b>			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
<b>Total for Extension</b>	<b>2%</b>	<b>0</b>	<b>0</b>
<b>4. Administration</b>			
<b>5. Production</b>	<b>30%</b>	<b>4.83</b>	<b>(1.21) 1.45</b>
<b>TOTAL</b>	<b>100%</b>		<b>4.41</b>

EQUIVALENT NUMERICAL RATING: 4.1

Add: Additional Points, if any: 4.42

TOTAL NUMERICAL RATING: 4.42

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

TEOFANES A. PATINDOL  
Name of Faculty

Reviewed by:

ANATOLIO N. POLINAR  
Department Head

Recommending Approval:

DENNIS P. PEQUE

Dean

Approved:

BEATRIZ S. BELONIAS


Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, TEOFANES A. PATINDOL, 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 January to June, 2022

  
**TEOFANES A. PATINDOL**  
 Ratee  
 Date:

Approved:  
  
**ANATOLIO N. POLINAR**  
 Department Head  
 Date:

  
**DENNIS P. PEQUE**  
 College Dean  
 Date: 7/21/22

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 & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	3.11	4.46 / 3.11 (143%)	5	5	5	5	FORY 224 (Environmental Impact Assessment)
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	2/2 (100%)	4.5	4.5	5	4.67	John Patrick Cadiz and Glory Grace Gealon
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	0					



	AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	3	4/3 (133%)	4.5	5	5	4.83	Eduardo Espejon, Florante Sabejon, Renato Soria and Michael Suyom
	<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	4/3 (133%)	4.5	4.5	5	4.67	Eduardo Espejon, Florante Sabejon, Renato Soria and Michael Suyom
<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	1	1/1 (100%)	4.5	4.5	5	4.67	Environmental Impact Assessment
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1/1 (100%)	4.5	4.5	5	4.67	Environmental Impact Assessment
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	3/3 (100%)	4.5	5	5	4.83	Environmental Impact Assessment
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	12/3 (400%)	5	5	5	5	Environmental Impact Assessment
	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						
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1/1 (100%)	5	5	5	5	Environmental Impact Assessment
<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	1/1 (100%)	4.5	5	5	4.83	Environmental Impact Assessment
UMFO 2. HIGHER EDUCATION SERVICES									
OVPI UMFO 3. Higher Education Management Services									

49.17  
4.91

		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	3/1 (300%)	4.5	5	5	4.83	Oliver de Paz, Maricel Esotros, Lean Ray Gales,
		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	6	12/6 (200%)	4.5	5	5	4.83	Fsci 124n, ForE 149 students
	<b>PI 9</b> : Number of student organizations advised/ assisted *	<b>A19</b> . Number of Student organizations advised	Advises student organizations recognized by USOO	0						
		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0						
	<b>PI 10</b> : Number of instructional materials developed *	<b>A 21</b> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	2	2/2 (100%)	4.5	4.5	5	4.67	Fsci 124n, ForE 149
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2/2 (100%)	4.5	4.5	5	4.67	Fsci 124n, ForE 149
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	4/4 (100%)	4.5	5	5	4.83	Fsci 124n, ForE 149
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	16/4 (400%)	5	5	5	5	Fsci 124n, ForE 149
		<b>A 23</b> : 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						
		<b>A 24</b> : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2/1 (200%)	5	5	5	5	Fsci 124n, ForE 149
	<b>PI 11</b> . Additional outputs	<b>A 25</b> . Number of Additional outputs accomplished:								

33.83  
7  
4.83



		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0						
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1						
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1						
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	<u>1</u>	1/1 (100%)	4.5	4.5	5	4.67	
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research or project within the year	0						
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	0						
		<i>In refereed int'l journals</i>		0						
		<i>In refereed nat'l/regional journals</i>		0						
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences	0						
		<i>In int'l fora/conferences</i>		0						
		<i>In nat'l/regional fora/conferences</i>		0						

	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1						
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)		0						
		<b>A 33.</b> 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						
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1						
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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	0						
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	0						
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	0						



	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	0						
	Research Mentoring	Research Mentor		0						
	Peer reviewers/Panelists	Peer reviewers/Panelists		0						
	Resource Persons	Resource Persons		0						
	Convenor/Organizer	Convenor/Organizer	Provide technical support to Partner peoples organizations in Regions 6, 7 8	0						
	Consultancy	Consultant		0						
	Evaluator	Evaluator		0						
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	0						
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0						
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0						
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	<b>PI 8.</b> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	<b>A 44.</b> 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	zero non-conformity	100% compliant	4.5	4.5	5	4.67	
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	100% compliant	4.5	4.5	5	4.67	

9.34  
2  
4.67

		On program accreditations		0					
		On institutional accreditations		0					
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>									
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % compliant	100% compliant	4.5	5	5	4.83
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> 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	0					
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0		Comments and recommendation for development purposes:  Submit to MMDC for editing the online courseware made for the subjects taught in the previous subjects			
	<b>Total Over-all Rating</b>	76.17							
	<b>Average Rating</b>	4.91							
	<b>Adjectival Rating</b>	Outstanding							

Evaluated & Rated by:

**ANATOLIO N. POLINAR**

Department Head

Date:

Recommending Approval

**DENNIS P. PEQUE**

Dean, CFES

Date: 7/29/2020

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Instruction

Date:



## PERFORMANCE MONITORING FORM


Name of Employee: TEOFANES A. PATINDOL

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	January 1, 2021	June 2021	June 31, 2021	Impressive	Very Satisfactory	Submitted Syllabus. Entertains the concerns of advisees during enrollment. On WFH arrangement.
2	Attends training, seminars, and workshops.	Very Impressive	January 1, 2021	June 2021	June 31, 2021	Impressive	Very Satisfactory	Able to multitask and maintain productivity
3	Attends meetings and workshops as instructed by immediate Head.	Very Impressive	January 1, 2021	June 2021	June 31, 2021	Impressive	Very Satisfactory	Attended DFS Faculty meetings regularly
4	Performs other functions such as; CFES Fund Sourcing and Financial Management Chairman, etc.	Very Impressive	January 1, 2021	June 2021	June 31, 2021	Impressive	Very Satisfactory	May ensure that report has been made

\*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. Teofanes A. Patindol

Performance Rating: 4.42 (Very Satisfactory) January - June 2022

Aim: To improve the research and extension capability of the faculty member

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

Date: January 2022

Target Date: March 2022

First Step:

Required Dr. Patindol to conduct research and extension activities.

Result:

Actively wrote projects proposals.

Date: April 2022

Target Date: June 2022

Next Step:

Submits articles for reviews.

Outcome:

Dr. Patindol has drafted articles related to his study on wildlife resources in Biliran.


Final Step/Recommendation:

Dr. Patindol may write more research proposals, especially on the topic wildlife management being his major field of interest. May also develop IMs for the graduate program of forestry.

Prepared by:

  
ANATOLIO N. POLINAR  
Unit Head

Conforme:

  
TEOFANES A. PATINDOL  
Ratee