

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: HUMBERTO R. MONTES, JR.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
1. Instruction			
a. Head (50%)		4.96 x 0.5 = 2.48	0.992
b. Students (50%)		5 x 0.5 = 2.5	1
TOTAL for Instruction	40%		
2. Research	30%	5	1.5
3. Extension	20%	4.975	0.995
4. Administration	10%	4.5	0.45
TOTAL RATING			4.937

EQUIVALENT NUMERICAL RATING: 4.94

Add: Additional Points, if any:

TOTAL NUMERICAL RATING 4.94

ADJECTIVAL RATING: OUTSTANDING

Prepared by:


UMBERTO R. MONTES, JR.
Name of Faculty

Reviewed by:


ANALYN M. MAZO
Head

Approved:


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, HUMBERTO R. MONTES, JR., of the Department of Biological Sciences 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 , 2017.

H. Montes Jr.

HUMBERTO R. MONTES, JR.

Ratee

Approved: ANALYN M. MAZO

Head of Unit

MFO	Success Indicators	Task Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 1: Advanced and Higher Education Services	FTE	Teaching (1 st sem SY 2015-16)							
	• VSL	Undergraduate: Biol 111 (lec & lab)							
	Number of Degree Programs Compliant to BOR	Director of ITEEM	2	2	5	5	5	5	
	Number of Instructional Materials Developed/Revised and Utilized:								
	• New/Revised syllabi	Prepared and revised course syllabi of Biol 111, Biol 158, & TREC 208	1	2	5	5	4.5	4.83	
	Number of Student Research Advising								
	• Approved Manuscript submitted within the prescribed period	BS Thesis Adviser	1	1	4.5	5	5	4.83	
		BS SRC Chairman	1	2	4.5	5	5	4.83	
		BS SRC Member	1	2	4.5	5	5	4.83	
	Student Advising and Consultation Services								
MFO 2: Research Services	• Number of hours spent on student consultation	Counseling and advising student thesis	1 hour/week	1 hour/week	5	5	5	5	
	• Number of student-related activities assisted	Advising	1	3	5	5	5	5	OBIOS, TARSIER, HOMES
	Number of Academe/Industry Linkage established	Focal person, collaborator, technical expert	1	4	5	5	5	5	CTU, ECOFISH, LGUs, PASAR
	Number of foreign student advised	Advising							
Performance Indicator 1:	Number of Research Outputs Submitted: • Reports (Quarterly, Annual, Terminal)	Project Leader/ Study leader	1	3	5	5	5	5	

	Poster	Co-author	1	1	5	5	5	5	5	5
Performance Indicator 2:	a. Number of Research Outputs Disseminated or Presented in Fora/ Conferences: In Local	RDE Review	1							
	b. Number of Scientific Fora Attended: In National In Regional In Local	Representative to FIMFS, BOR, contest judge RDE Reviewer RDE Review	1 1 1	1 2 1	5 5 5	5 5 5	5 5 5	5 5 5	5 5 5	
	c. Amount/Value of Research Fund/Resources Externally Generated	Project leader- MPA Networking/ECOFISH Program leader- CHED-DARE Project Leader-CHED- DARE TO (Sargassum)	PhP1.4 M 10 M 360K	PhP1.4 M 10 M 360K	5 5 5	5 5 5	5 5 5	5 5 5	5 5 5	
	d. Percentage of Research/Projects Conducted	Project/Study Leader	50%	80%						
	e. Number of Linkages Forged: International Regional Institutional	Focal person (Rutgers Univ, Yale Univ., Nature Life) Focal person (Ecofish, MSN, FishCORAL) Focal person (CRM-LGUs, PASAR)	1 1 1	3 3 2	5 5 5	5 5 5	5 5 5	5 5 5	5 5 5	
	MFO 3: Extension Services									
Performance Indicator 1: Trainings/Seminars	a. Number of Training Programs/Seminars	Resource person: PCRA, PAME, MPA Networking Organizer: Rainforestation, CLE-CRM Participant: LIDAR, ECOFISH	1 1 2	3 2 2	5 5 5	5 5 5	5 4.5 5	5 4.83 5	5 5 5	
	b. Number of Trainings/Seminars Conducted by levels: Institutional	Resource person/Organizer	1	7	5	5	5	5	5	
	c. Number of Persons Trained by place of origin: Institutional • CRM • Rainforestation • MPA Networking	Resource person Organizer Organizer	10 10 20	50 50 300	5 5 5	5 5 5	5 5 5	5 5 5	5 5 5	
	d. % request for trainings/seminars responded to within 3 days Institutional	Resource person/organizer	100%	100%	5	5	5	5	5	
	e. Number of meetings/trainings/fora/summit attended	PCRA, PAME, CHED-DARE TO, CHED DARE TO (Sargassum), MPA Networking, FishCORAL	1	6	5	5	5	5	5	
	f. Technical expert services	Resource Person: PCRA, PAME, , MPA Networking, ECOFISH, LIDAR Evaluator: CHED-RQUAT, Farmers & Fisherfolks Field Day	1 1	6 2	5 5	5 5	5 5	5 5	5 5	

	No. of clients served with 90% satisfaction	Director (ITEEM)	30	100	5	5	5	5	5
Total Over-all Rating									
Average Rating								248.47	
Adjectival Rating								4.96	
								Outstanding	

Received by: TERESITA L. QUINANOLA
PRPEO

Calibrated by: REMBERTO A. PATINDOL
PMT Chair

Recommending Approval: BEATRIZ S. BELONIAS
Vice President for Instruction

Approved by: EDGARDO E. TULIN
President

Date: _____

Date: _____

Date: _____

Date: _____

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