SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **HERNANDO L. MONDAL**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	4.86	2.43	**1.87**
b. Students (50%)	4.5	2.25	
Total for Instruction	40%	4.68	
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	27%	4.75	1.28
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	3%	0	0
4. Administration	30%	5	1.5
5. Production			
TOTAL	100 %		4.65

EQUIVALENT NUMERICAL RATING:
Add: Additional Points, if any: **4.65**
TOTAL NUMERICAL RATING:
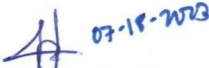
ADJECTIVAL RATING: **Outstanding**

Prepared by: 07-18-2023   Reviewed by: 07-18-2023

HERNANDO L. MONDAL   **ANATOLIO N. POLINAR**
Name of Faculty   Department Head

Recommending Approval:

DENNIS P. PEQUE
Dean

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Hernando L. Mondal**, a faculty member of the _DEPARTMENT OF FORESTRY_ 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 from **January to June, 2023**.

Approved:

HERNANDO L. MONDAL
Assistant Professor III
Date: 07/04/2023

ANATOLIO N. POLINAR
Department Head
Date: 07-18-2023

DENNIS P. PEQUE
College Dean
Date: 7/19/23

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1. ADVANCED EDUCATION SERVICES			Non member of graduate faculty							
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated,	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0.5	2.66 (532%)	5	4.5	4.5	4.67 4.6	Fory 234
	PI 8: Number of graduate stu	A2. Number of students advised	Acts as academic adviser to graduate students	1	1 (100%)	4.5	4.5	4.5	4.5	Mrs. Cinco
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1	1 (100%)	4.5	4.5	4.5	4.5	Mrs. Cinco

				Target	Accomplishment	Q1	Q2	Q3	Q4	Remarks
PI 9: Number of instruction	A5. 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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	3 (150%)	5	5	4.5	4.83	Power point for Fory 234
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	2 (66.6%)	5	4.5	5	4.83	Midterm and Final exam
		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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							

UMFO 2. HIGHER EDUCATION SERVICES

OVPI UMFO 3. Higher Education Management Services

	PI 5: Total FTE, coordinated,	A9. Actual Faculty's FTE	Handles and teaches courses assigned	11	16.17 (147%)	5	5	5	5	Fory 234, Fmgt 126, ForE 134
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	4 (200%)	5	5	5	5	Midterm for Fory 234, Fmgt 126, ForE134 and Thesis advisees
		A 11 . 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	14 (1,400%)	5	5	4.5	4.83 4.83	Bating, Esmedia, Ganar, Pude, Rom,G., Rom, C, Sablan, De Jesus, Talatayod, Vega, Malinao, Lorejas, Gayramam and

		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	5 (500%)	5	4.5	5	4.83	2 CPD, swap, Trunitin and TOS
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	4 (200%)	5	5	5	5	4 long exam (Fmgt 126 and ForE 134)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	9 (180%)	5	5	5	5	4 quizzes for Lecture (Fmgt 126 and ForE 134) 5 lab for
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	7 (140%)	5	5	5	5	7 exercises (Fmgt 126)
PI 8: Number of students adv	*A16. Number of students advised:*		Acts as academic adviser to students	2	42 (2,100%)	5	5	5	5	11 first year, 15 2nd year, 8 3rd year, 8 4rth year
		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	4 (400%)	5	5	5	5	Venturado, Oronea, Papellero and Mendez
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	8 (400%)	5	4.5	4.5	4.67	Zurita,Sanchez,Mantos, Jaca, Flandez, Austria, Cagnan and Buenafe
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	2	8 (400%)	5	5	4.5	4.83	Zurita,Sanchez,Mantos, Jaca, Flandez, Austria, Cagnan and Buenafe

	PI 9: Number of student o	A19. Number of Student organizations advised	Advises student organizations recognized by USOO								
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student								
	PI 10: Number of instructio	A 21 : 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	1 (100%)	4.5	4.5	4.5	4.5		Lab exercise
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2 (100%)	5	5	5	5		Updated (Fmgt 126 and ForE134)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	4 (133%)	5	5	5	5		4 long exams (ForE134 and Fmgt 126)
		A 23 : 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								

		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	0 (0%)					
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	2 (200%)	5	5	5	5	CENRO and LGU
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research out	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							
	PI 2. Number of research out	A 28. Number of research outputs completed within the year *	Conducts and completes research or poject within the year	1	1 (100%)	5	5	5		BIOCAMP
	PI 3. Percentage of research	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	1	1 (100%)	4.5	4.5	4.5	4.5	Ant diversity final report
		In refereed int'l journals								
		In refereed nat'l/regional journals								
	PI 4. Number of research out	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences	1	0 (0%)					

		In int'l fora/conferences								
		In nat'l/regional fora/conferences								
	PI 5. Percent of research prop	**A 31.** Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 33. 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							
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active part	**A 36**. 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							
	PI 2. Number of trainees w	**A 37**. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3. Number of extension	**A 38**. Number of extension programs/projects implemented	Implementes duly approved extension projects							

PI 4. Percentage of benefic	A 39. 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								
PI 5. Number of technical/	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries								
Research Mentoring	Research Mentor		1	0 (0%)						
Peer reviewers/Paneli	Peer reviewers/Panelists									
Resource Persons	Resource Persons		1	0 (0%)						
Convenor/Organizer	Convenor/Organizer									
Consultancy	Consultant									
Evaluator	Evaluator									
PI 8. Percent of extension	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation								
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *									
	A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal								
UMFO 5. SUPPORT TO OPERATIONS										

	OVPI MFO 4. Program and Institutional Accreditation Services										
	PI 8.Compliance to all require	A 44. Compliance to all requirements of theQMS 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								
		A 45. 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									
		On institutional accreditations									

UMFO 6. General Admin. & Support Services

		A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients								
	PI 2. Zero percent complair										
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice								
		A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal								
		Attend meeting	CFES, Faculty and Committee meeting	3	7 (233%)	5	5	5	5		4 DFS and 3 CFES
		Number of documents drafted	Minutes	2	7 (350%)	5	5	5	5		4 DFS and 3 CFES
		Msc. thesis examiner			4 (400%)	5	5	5	5		Labides, Nunez, Consula and Bandana
	Total Over-all Rating	121.49									Has to engage in research and extension functions. Publish articles in indexed journals.
	Average Rating	4.26									
	Adjectival Rating	Outstanding									

Evaluated & Rated by:

_____
ANATOLIO N. POLINAR
Department Head
Date: **07-18-2023**

Recommending Approval

_____
DENNIS P. PEQUE
Dean, CFES
Date: 7/19/23

Approved by:

_____
BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **HERNANDO L. MONDAL**

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	January 1, 2023	June 2023	June 30, 2023	Very Impressive	Outstanding	Submitted grades on time. Entertains the concerns of all advisees and other BSF students during enrollment as being the Focal Person of VSU Online Enrollment Taskforce in the department.
2	Attends trainings, seminars and workshops.	Very Impressive	January 1, 2023	June 2023	June 30, 2023	Impressive	Very Satisfactory	Attended trainings as DFS Enrollment Focal Person and Department based Guidance Facilitator.

| 3 | Attends meetings and workshops as per instructed by immediate Head. | Very Impressive | January 1, 2023 | June 2023 | June 30, 2023 | Very Impressive | Outstanding | Attentively attends meetings |
| 4 | Performs other functions such as; DFS Secretary and Chairmanship and/or member of committees in the department. | Very Impressive | January 1, 2023 | June 2023 | June 30, 2023 | Impressive | Outstanding | Able to multitask and maintain productivity |

*Either very impressive, impressive, needs improvement, poor, very poor
**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

07-18-2023

ANATOLIO N. POLINAR
Unit Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee   : <u>Dr. Hernando L. Mondal</u>
Performance Rating   : <u> 4·65 Outstanding   </u>

Aim:<u> To improve research and extension capability of faculty member</u>

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

Date: <u>January 2023</u>   Target Date: <u>March 2023</u>
First Step:

<u>Required Dr. Mondal to conduct research on insect diversity assessment and natural resources management..</u>

Result:

<u>Actively conducted research on insect diversity assessment in selected sites in Leyte; and Mt. Pangasugan.</u>

Date: <u>April 2023</u>   Target Date: <u>June 2023</u>
Next Step:

<u>Collect sufficient research data, analyze data collected, and write scientific articles for publication.</u>
Outcome:

<u>Dr. Mondal scientific articles for review and possible publication.</u>

Final Step/Recommendation:

<u>Dr. Mondal may share and/or disseminate relevant output or findings of his research to farmers and other possible stakeholders.</u>

                                        Prepared by:

                                                   07-18-2023

                                        ANATOLIO N. POLINAR
                                               Unit Head

Conforme:

            07-18-2023
HERNANDO L. MONDAL
     Ratee