SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ART RUSSEL R. FLANDEZ

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.94 \times 50\% = 2.47$	
b. Students (50%)		4.75x50%= 2.375	
Total for Instruction	50%	4.845	2.422
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	50%	4.944	2.472
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.894

EQUIVALENT NUMERICAL RATING:

4.894

Add: Additional Points, if any:

none

TOTAL NUMERICAL RATING:

4.894

ADJECTIVAL RATING:

monly

OUTSTANDING

ART RUSSEL R. FLANDEZ

Name of Faculty

ANALYN M. MAZO

Department Head

Recommending Approval:

MA. THERESA P. LORETO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Art Russel R. Flandez, a faculty member of the Department of Biological Sciences, commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period July to December 2022.

Approved:

Assistant Professor III
Date: Jan. 5, 2023

ANALYN M. MAZO Department Head

MA. THERESA P. LORETO

College Dean

Date: JAN 2 5 2023

MFO Description of MFO's/PAP	Ps Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual	Rating				REMARKS (Indicators in	
					Accomplishment	Quality	Eficienc	Timeline	Average	percentage should be supported with numerical values in numerators and denominators)
UMFO	1. ADVANCED EDUCATI	ON SERVICES				1000				
OVPI MF	O 2. Graduate Student Manag	gement Services								
	PI 4: Total FTE coordinated,	A1. Actual Faculty's FTE	Handles subjects/courses							
THE RESERVE AND ADDRESS OF THE PARTY OF THE	PI 8: Number of graduate	A2. Number of students advised	Acts as academic adviser to							
		A3 . Number of students advised on								
		As GAC Chairman	Advises and corrects							
		AS GAC Member	Advises and corrects							
		A4 . Number of students entertained for	Entertains students seeking							
	PI 9: Number of instructional	A5 . Number of on-line ready coursewares	Converts the existing instructional							
		On-line ready courseware	Prepares Instructional module/							
		Supplemental learning resources	Prepares Power Point							
		Assessment tools	Prepares assessment tools							
		A 6: Number of on-line course ware reviewed	Submits the course were duly						Í	
		A 7 : Number of virtual classroom created and	Creates virtual classroom using							
	Pl 10 . Additional outputs:	A 8. Other outputs implementing the new	Market State of the State of th							
UMFO 2	2. HIGHER EDUCATION	SERVICES								
	MFO 3. Higher Education									
	PI 5: Total FTE, coordinated,	A9. Actual Faculty's FTE	Handles and teaches courses	10	21.1	5	5	5	5.00	Handled Biol 152 Lec & Lab, MarB 117
		A10. Number of grade sheets	Prepares gradesheet and submits							
		A 11. Number of INC forms with grade	Facilitates students in their							
		A12. Number of trainings attended	Attend mandated trainings	1	2	5	5	5	5.00	1. Advisers Re-orientation
		A13. Number of long examinations	Administers and checks long	1	4	5	5	5	5.00	Administered, checked, and returned
		A14. Number of quizzes administered	Prepares and checks guizzes for	10	15	5	5	4	4.67	Checked, reviewed, and recorded
		A15. Number of lab reports and term	Checks lab reports and term	5	6	5	5	4	4.67	Checked, reviewed, and recorded lab
	PI 8: Number of students	A16. Number of students advised:	Acts as academic adviser to	5	6 .	5	5	5	5.00	Academic adviser to BSBio (old
		A17 . Number of students advised on thesis/								
		As Thesis Adviser	Advises, and corrects research	1	2	5	5	5	5.00	1. Arabiana C
		As SRC Chairman / Member	Advises, and corrects research							
		A18. Number of students entertained	Entertains students consulting on	10	15	5	5	5	5.00	Consultation by students thru email,
	PI 9: Number of student	A19. Number of Student organizations advised	Advises student organizations							

	A20 . Number of Student organizations	Assists student organizations in							
PI 10: Number of instructional	A 21: Number of online courseware developed	Prepares and submits for review							
PI 10: Number of instructional PI 11: Additional outputs PI 11: Additional outputs PI 1. Number of research PI 2. Number of research PI 3. Percentage of research PI 4. Number of research PI 6. Additional outputs' MFO 4. EXTENSION SERV PI 1. Number of active PI 2. Number of trainees PI 3. Number of extension PI 4. Percentage of PI 5. Number of	On-line ready courseware	Prepares Instructional	1	1	5	5	5	5.00	Updated laboratory exercises in
	Supplemental learning resources	Prepares and updates PowerPoint	3	5	5	5	5	5.00	Updated interactive eLearning and
	Assessment tools	Prepares assessment tools such	5	24	5	5	5	5.00	Assessments embedded within
	A 23 : Number of online courseware reviewed	Submits the courseware duly							
	A 24 : Number of virtual classroom created and		1	3	5	5	5	5.00	Updated Virtual Classrooms in Biol15
Pl 11. Additional outputs	A 25 Number of Additional outputs								
	Program accreditation/evaluation								
	A Mi /Idu-ha-link	Coordinates with naturalist firms				-			
	Agency/firm/Industry linkages	Coordinates with potential firms		40)		5	5	5.00	Paviaund adited and shocked
	A 26. Other outputs implementing the	Reviewed OBE syllabi and IMs	5	10+	5	5	5	5.00	Reviewed, edited, and checked Reviewed TOS for department Long
		2. Reviewed TOS as Member of	5	10+	5		THE RESERVE AND ADDRESS OF THE PERSON NAMED IN		
		3. OBE Syllabi	1	3	5	5	4	4.67	Biol 152, MarB 124, and MarB 198
		Participation in Dept. Activities	1		5	5	5	5.00	Regular monthly meetings; Orientation
	AND DESCRIPTION OF THE PROPERTY OF THE PROPERT					-			
	A27. Number of research outputs in the last	Conducts research for possible				-			
	A 28. Number of research outputs completed	Conducts and completes research	1	on going	5	5	5	5.00	CRM / AR project (conducted field
PI 3. Percentage of research	A 29. Percentage of research outputs published	Writes publishable materials out of							
	In refereed int'l journals					-			
	In refereed nat'l/regional journals								
Pl 4. Number of research	A 30. Number of research outputs presented in	Prepares, submits and presents	1	1	5	5	5	4.67 5.00	Submitted AR Paper for APCRS AR Project
	In-house Review								Level I - Annual In-House Review VSU Tolosa Level II - Cluster Review Presentation (RDE Hall, VSU) CHED Biodiversity Project (as co-author / study leader): Level I Level II
	In int'l fora/conferences								
	In nat'I/regional fora/conferences		1.	2	5	5	5	5.00	ViCARP-RRDEN Inter-agency
PI 5. Percent of research	A 31. Percentage of cf research proposals	Prepares research proposals,							
PI 6. Additional outputs*	A 32. No. of research-related awards (research		0	2	5	5	5	5.00	1. First Place - RDE Cluster Review
	A 33. Number of journal articles/scientific paper	Acts as peer reviewer of journal							
	A 34. Number of UMs submitted to	Prepares and submits application							
	A 35 Other outputs implementing the	1. Attend traininings/ seminars/	1	2	5	5	5	5.00	1. Freshwater Biomonitoring (TrECH
MFO 4. EXTENSION SERVI	CES								
	A 36. Number of active partnerships with LGUs,	Identifies and links with probable							
The state of the s	A 37. Number of trainees weighted by the length								
AND DESCRIPTION OF THE PROPERTY OF THE PROPERT	A 38. Number of extension programs/projects	Implementes duly approved							
The state of the s	A 39. Percentage of beneficiaries who rated the				W 100 Mar 18 M				
	A 40 . Number of technical/expert services	Provides the technical and expert							
Research Mentoring	Research Mentor	TOTAL CONTINUES CITY OF DOT							
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons	r dei reviewers/r direttoto								
Resource Persons									

Convenor/Organizer	Convenor/Organizer					
Consultancy	Consultant					
Evaluator	Evaluator					
PI 8. Percent of extension	A 41. Percent of extension proposals approved	Prepares extension project				
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn.					
	A 43. Other outputs implementing the	Designs extension related				
LIMEO 5 SUPPORT T	OPERATIONS					
OVPI MFO 4. Program	n and Institutional Accreditation Services					
PI 8.Compliance to all	A 44. Compliance to all requirements of	Ensures that all the QMS core				
	A 45. Compliance to all requirements of the	Prepares required documents and				
	On program accreditations					
	On institutional accreditations					
UMFO 6. General Adn	nin. & Support Services (GASS)					
Pl 2. Zero percent complain		Provides customer friendly	Zero % complaint			
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced	Initiates/introduces improvements				
	A 48.Other outputs implementing the	Designs				
Total Over-all Rating					108.67	
Average Rating					4.94	
Adjectival Rating					Outstandin	g
				Comments and Basemmandations for Davidsoment		

Evaluated & Rated by:

Recommending Approval

Approved by:

ANALYN M. MAZO
Department Head, DBS
Date: 1/14/w23

MA. THERESA P. LORETO Dean, CAS Date: JAN 2 5 2023

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 1/24/2023

Comments and Recommendations for Development Purpose: Has very good instructional materials and research outputs. May consider publishing outputs in research and

instructional materials

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Art Russel Flandez	
Performance Rating: Outstanding	
Aim: Pursue graduate studies	
Proposed Interventions to Improve Performance:	
Date: June 2021 Target Date: August 2023	
First Step:	
Pursue graduate program based on the FDP	
Result:	
To pursue PhD Marine Science	-
To pursue 1 hb iviaine Selence	
Date: Target Date: _September-December	
Next Step:	
Look for possible University and scholarship	
Outcome: Possible university is UP-MSI but can also try universities abroad	
Final Step/Recommendation:	
Fast Track Application	
The Trust appropriate	
Demond has	
Prepared by:	
ANALYN M. MAZO Unit Head	
Conforme:	

ART RUSSEL R. FLANDEZ Assistant Professor IV