

Exhibit K**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 x50% = 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: OUTSTANDINGART 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"

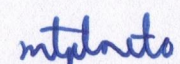
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

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**.


Art Russel R. Flandez
 Assistant Professor III
 Date: Jan. 5, 2023

Approved:


ANALYN M. MAZO
 Department Head
 Date: 1/24/2023


MA. THERESA P. LORETO
 College Dean
 Date: JAN 25 2023

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,	A1. Actual Faculty's FTE	Handles subjects/courses							
	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 ware duly							
		A 7 : Number of virtual classroom created and	Creates virtual classroom using							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new								
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	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 quizzes 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							

	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						
UIMEO 5. SUPPORT TO OPERATIONS									
OVPI MFO 4. Program 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 Admin. & Support Services (GASS)									
	PI 2. Zero percent complaint	A 46. Customerly friendly frontline services	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							Outstanding	

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

Evaluated & Rated by:

Recommending Approval

Approved by:

ANALYN M. MAZO
ANALYN M. MAZO
Department Head, DBS
Date: 1/24/2023

MA. THERESA P. LORETO
MA. THERESA P. LORETO
Dean, CAS
Date: JAN 25 2023

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

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

Date: _____ Target Date: September-December _____

Next Step:

Look for possible University and scholarship

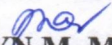
Outcome:

Possible university is UP-MSI but can also try universities abroad

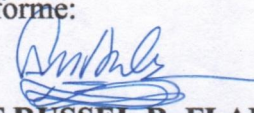
Final Step/Recommendation:

Fast Track Application

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


ART RUSSEL R. FLANDEZ
Assistant Professor IV