

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 (2 x 3)
1. Instruction			
a. Head (50%)		2.48335	1.241675
b. Students (50%)		2.5	1.25
TOTAL for Instruction	50%		
2. Research	45%	5	2.25
3. Extension	5%	5	0.25
TOTAL RATING			4.991675

EQUIVALENT NUMERICAL RATING: 4.991675

Add: Additional Points, if any:

TOTAL NUMERICAL RATING 4.991675

ADJECTIVAL RATING: OUTSTANDING

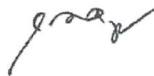
Prepared by:



ART RUSSEL R. FLANDEZ

Name of Faculty

Reviewed by:



ANALYN M. MAZO

Head

Recommending Approval:

CANDELARIO L. CALIBO

CAS Dean

Approved:



BEATRIZ S. BELONIAS

Vice President for Instruction

Visayas State University
DEPARTMENT OF BIOLOGICAL SCIENCES

Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, **ART RUSSEL R. FLANDEZ**, Assistant Professor II, 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 20

ART RUSSEL R. FLANDEZ
Assistant Professor II, DBS

Date: 09/27/18

ANALYN M. MAZO
Head, DBS

Date: _____


MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO	1: Advanced Education Services									
DBS MFO 1. Graduate Degree Program										
	PI 1: Number of graduate degree specializations									
	PI 2: Total FTE monitored									
	PI 3: Percentage increase in number of graduate									
	PI 4: Number of proposed graduate degree program									
DBS MFO 2. Graduate Student										
	PI 1: Number of graduate students awarded with scholarship/ assistantship									
	PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period									

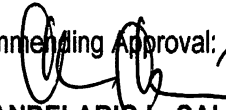
	PI 3: Number of graduate students advised								
UMFO 2. Higher Education Services									
DBS MFO 1. Curriculum Program									
	PI 1: Total FTE monitored	To teach undergraduate courses: Zool 143 Lec and Lab, Biol 199 Lec, Biol 152 Lec and Lab	10	16.25	5	5	5	5.00	Taught undergraduate courses: Zool 143 Lec and Lab, Biol 199 Lec, and Biol 152 Lec and Lab (Requested)
	PI 2: Number of curricular program compliant to CMO, approved and offered								
	PI 3: Percentage increase in number of undergraduate students enrolled								
	PI 4: Percentage increase in the number of undergraduate students who graduated within prescribed period								
	PI 5: Number of academe/industry linkage established								
	PI 8: Number of students advised for their academic and thesis concerns	To serve as academic adviser for BS BIOLOGY students, served as thesis adviser and SRC member/chairman for BS BIO major in Marine Biology	10	28	5	5	4.5	4.83	Served as Academic Adviser for 19 BS Bio students; and Thesis adviser for 9 students: Recosana, Sacro, Flandez, Laude, Duclayan, Agbisit, Ayod, Bertulfo, Lozada
	PI 9: Number of student organizations advised	To serve as Adviser in the Organization of Biology Students (OBiOS)	0	1	5	5	5	5	Served as OBiOS adviser with Ms. Eunice Kenée Seríño
	PI 10: Number of instructional materials developed/revised	To revised and update IMs (PowerPoint presentations) in Zool 143; To develop new IMs (ppt) in Biol 199	10	15	5	5	4.5	4.83	Revised PowerPoint presentations in Zool 143; Developed new PowerPoint presentations for the course Biol 199 (undergraduate seminar)
	PI 10.2: Number of online instructional materials developed	To develop a new and fully functional support site for courses such as Biol 199, and Zool 143	0	1	5	5	5	5	Created a new support site for Biol 199 and Zool 143: https://biol-lounge.blogspot.com

	PI 11: Number of OBE compliant syllabus prepared/revised	To prepare an OBE-compliant syllabus based on the newly released CHED CMO no. 46 (BS Marine Biology) and CMO no. 49 (BS Biology)	1	2	5	5	4.5	4.83	Prepared 2 versions of OBE-compliant syllabus in Biol 152 / MarB 124 based on the newly released CHED CMO no. 46 (BS Marine Biology) and CMO no. 49 (BS Biology)
	PI 12: Additional outputs							0.00	
	No. of AACCUP Level III accreditation areas assigned as local counterpart								
	No. of bound compilation of AACCUP Level III supporting documents prepared in OBEdized format								
DBS MFO 3. RESEARCH									
	PI 1: Number of published papers in internationally indexed journals								
	PI 2: Number of research outputs presented in local/regional/national /international fora/conferences								
	<i>In int'l fora/conferences</i>								
	<i>In nat'l fora/conferences</i>								
	<i>In reg'l fora/conferences</i>								
	<i>In institutional fora/conferences</i>								

	PI 1: Number of faculty pursuing advanced degree program								
	OVPI MFO 2 Faculty Recruiting/Hiring Services								
	PI 1: Number of new faculty recommended for hiring aligned with ISO standards								
	OVPI MFO 3 Faculty Evaluation Services								
	PI 1: Number of seminars/ trainings/ conventions/ workshops coordinated for entire university								
	PI 2: Percentage of Faculty rated by students with at least very satisfactory rating in 50% of the								
	OVPI MFO 4 Program and institutional Accreditation Services								
	PI 1: Number of degree programs which passed accreditation/evaluation at least Level 1								
	PI 2: Percentage of degree program compliant with CHED	BSBiology and BSMarine Biology	100%	100%	5	5	5	5.00	
	PI 3: Percent of documents gathered and compiled for level III Phase 2 Accreditation of BS Bio Program	To gather and compile documents for AACCUP	100%	100%	5	5	5	5.00	Assisted in the gathering/preparing of documents for AACCUP (Level III Phase 2)
	Percent of documents gathered and compiled for RQAT evaluation	To gather and compile documents for RQAT	100%	100%	5	5	5	5.00	Assisted in the gathering and compiling of documents for RQAT Evaluation (Instructional Standards)
DBS MFO 6: General Administration and Support									
	PI 1: Zero complaints from clients								
	PI 2: Additional outputs								
	Number of management meetings attended								
	Number of management meetings conducted								

	Number of recommendations made for the approval of the administration to enhance the unit's capabilities and better improve its services								
	Number of requests made for approval by the administration to address some academic/office concerns								
	Number of Purchase requests made for materials/equipment needed for smooth laboratory and office operation								
	Number of job/letter requests made for the lecture/laboratory rooms and office maintenance								
	PI 7: Number of well maintained laboratory/lecture rooms								
	Number of well maintained comfort rooms for								
	Percent of laboratory specimens properly								
	Number of exam papers properly mimeographed								
	Number of laboratory/lecture guides reproduced on time								
	Number of documents acted upon promptly								
	Laboratory Services								
	Number of laboratory equipment properly								
	No. of glasswares/equipment dispensed								
	% of students & faculty served on time during								
	% of request for reagents prepared & issued								
	% specimens collected & prepared before								
	% materials/equipment submitted to the property								
Total Over-all Rating								74.50	
Average Rating								4.97	
Adjectival Rating							OUTSTANDING		


Evaluated & Rated by:

ANALYN M. MAZO
Department Head

Recommending Approval:

CANDELARIO L. CALIBO
College Dean

Approved:

BEATRIZ S. BELONIAS
Vice President for Instruction

Comments & Recommendations for Development Purpose:

Publish research results & increase publications.


EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Art Russel Flandez

Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2018 Target Date: 2019

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

Outcome:

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

Final Step/Recommendation:

_Look for possible scholarship

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


ART RUSSEL R. FLANDEZ
Ratee

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