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:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING

4.991675

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 a	gree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January to Ju</u>	<u>ıne 20</u>
ART RUSSEL R. FLANDEZ	ANALYN M. MAZO	
Assistant Professor II, DBS	Head, DBS	
Date: <u>09 27 18</u>	Date:	

	MFO	Success/Performance			Actual Accom-		Ra	ting		
MFO No.	Description		Task Assigned	Target	plishment	Quality	Efficiency	Timeliness	Average	Remark
UMFO	1: Advanced	Education Services								
DBS MFO 1	I. Graduate De	gree Program								
	Pl 1: Number	of graduate degree specializations								
	Pl 2: Total FT	E monitored								
	Pl 3: Percenta	ge increase in number of graduate								
1	1	of proposed graduate degree								
	program			<u> </u>	L					
DBS MFO 2	2. Graduate Stu	ident	·							
	PI 1: Number of scholarship/ as	of graduate students awarded with sistantship								
		ge of graduate students awarded p/ assistantship who graduated ed period								

					T	r	Γ	т	
	PI 3: Number of graduate students advised								
UMFO 2. Hig	gher Education Services								
DBS MFO	I. 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								
B	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 BSBIOLOGY students, served as thesis adviser and SRC member/chairman for BSBIO major in Marine Biology	10	28	5	5	4.5	4.83	Served as Academic Adviser for 19 BSBio students; and Thesis adviser for 9 students: Recosana, Sacro, Flandez, Laude, Duclayan, Agbisit, Ayod, Bertulfo, Lozada
	Pl 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 Kenee Seriño
	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

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	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								
	In int'l fora/conferences								
	In nat'l fora/conferences								
	In reg'l fora/conferences								
	In institutional fora/conferences								

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	To conduct research on Reef Fishes and Large Marine Vertebrates in Camotes and Cuatro Islands (CHED-DARE TO project); Monitoring of Fishes in Artificial Reefs in the 5th District of Leyte Assessment; Benthic meiofauna studies (VSU Water Resources Project); and Freshwater fishes in major rivers of Leyte	2	4	5	5	5	5.00	Conducted research on Reef Fishes and Large Marine Vertebrates in Camotes and Cuatro Islands (CHED-DARE TO project); Monitoring of Fishes in Artificial Reefs in the 5th District of Leyte Assessment; Benthic meiofauna studies (VSU Water Resources Project); and Freshwater fishes in major rivers of Leyte
PI 4: Number of research proposals submitted								
PI 5: Number of research proposals approved								
PI 7: Amount of money generated from external funding								
PI 8: Amount of money generated from institutional funding								
PI 9: Additional outputs								
	To submit and revise research article for publication	1	1	5	5	5	5	Submitted research article for publication
Number of research related awards (research conducted by student or student with faculty)				·				
Number of exchange scholars/researchers/visiting professors assisted								
DBS MFO 4. Extension services						<u> </u>	<u> </u>	

PI 1: Number of technical/expert services rendered								
PI 2: Number of extension projects/components conducted	To conduct extension programs and activities	1	4	5	5	5	5.00	Conducted extension programs: 1. Coastal Resource Management / Artificial Reef Monitoring; 2. PCRA together with LGU Baybay and Peace Corps 3.Balik Punta Activity of DBS 4. Talk for GOCC on the Marine Biology program of VSU - c/o USSO and Admissions Office
PI 4: Amount of money generated from external								
PI 5: Amount of money generated from								
PI 6: Additional Outputs						1		
	To serve clients for specimen identification of fishes	0	2	5	5	5	5	Fish identification for CVM graduating students: (1) Caibigan V, and (2) Sumagang JC
 Number articles reviewed for peer-reviewed journals								
Number of scientific fora attended as speaker/resource person	To conduct local training on Open Source Software for Researchers (LOCAL) as Resource Person	0	1	5	5	5	5	Served as Resource person for R and Zotero (Open Source Software)
Number of seminars/ workshops/ trainings attended	To attend seminars and trainings	1	3	5	5	5	5.00	Conducted / attended the following trainings: 1. Open Source Software Training 2. STS-echo seminar 3. BRING training on Science Communication

OVPI MFO 1 Faculty Development Services

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 Admninistration and Support					·	<u>* </u>		
PI 1: Zero complaints from clients								
Pl 2: Additional outputs								
Number of management meetings attended								
Number of management meetings conducted								
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Average Rating 4.97								
	Total Over-all Rat	ting					74.50	
Adjectival Rating OUTSTANDING	Average Rating						4.97	
	Adjectival Rating				OUTST	ANDING		

Evaluated & Rated by:

ANALYN M. MAZO Department Head

Recommending Approval:

CANDELARIO L. CALIBO

College Dean

BEATRIZ S. BELONIAS
Vice President for Instruction

Comments & Recommendations for Development Purpose:

Putlish research results to icreen putications.

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:

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ART RUSSEL R. FLANDEZ
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