SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **EDUARDO O. MANGAOANG**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)			
b. Students (50%)			
Total for Instruction	50%	4.77	2.39
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	10%	4.9	0.49
4. Administration	10%	4	0.4
5. Production			
TOTAL			4.78

EQUIVALENT NUMERICAL RATING:
Add: Additional Points, if any: 4.78
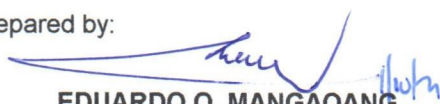TOTAL NUMERICAL RATING:
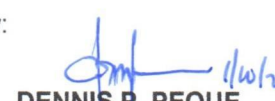
ADJECTIVAL RATING: OUTSTANDING

Prepared by: Reviewed by:

EDUARDO O. MANGAOANG   **DENNIS P. PEQUE**
Name of Faculty   Department Head

Recommending Approval:

DENNIS P. PEQUE
Dean

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Eduardo O. Mangaoang**, a faculty member of the DEPARTMENT OF FOREST SCIENCE 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 **July to December 2020**.

EDUARDO O. MANGAOANG	Approved: **DENNIS P. PEQUE**	**DENNIS P. PEQUE**
Professor VI	Department Head	College Dean
Date: December 20, 2020	Date:	Date:

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)
						Quality	Eficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented &	**A1**. Actual Faculty's FTE	Handles subjects/courses assigned	1	1 (100%)	5	5	5	5	
	PI 8: Number of graduate students	**A2**. Number of students advised	Acts as academic adviser to graduate students	1	2 (200%)	5	5	5	5	
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1 (100%)	5	5	5	5	

		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1 (100%)	5	5	5	5	
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	4	8 (200%)	5	5	5	5	
PI 9: Number of instructional materials developed *	**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	1	1 (100%)	5	5	5	5	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	4 (200%)	5	5	5	5	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets,	3	3 (100%)	5	5	5	5	
	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	1	0	4	4	4	4	
	A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	1	1 (100%)	5	5	5	5	
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	1	1 (100%)	4	4	4	4	

UMFO 2. HIGHER EDUCATION SERVICES

OVPI UMFO 3. Higher Education Management Services

PI 5: Total FTE, coordinated, implemented and	**A9**. Actual Faculty's FTE	Handles and teaches courses assigned	1	3.2 (320%)	5	5	5	5		
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	2 (200%)	5	5	5	5		
	A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits	1	1 (100%)	4	4	4	4		
	A12. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2 (200%)	5	5	5	5		
	A13. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	4 (100%)	5	5	5	5		
PI 8: Number of students advised: *	**A14**. Number of students advised:	Acts as academic adviser to students	4	11 (275%)	5	5	5	5		
	A15. Number of students advised on thesis/ field practice/special problem:									
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	1 (100%)	4	4	4	4		
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	1 (100%)	4	4	4	4		
	A16. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	4	8 (200%)	5	5	5	5		

PI 10: Number of instructional materials developed *	A 17 : 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	2 (200%)	5	5	5	5	
	Supplemental learning resource	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	10 (500%)	5	5	5	5	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets	4	4 (100%)	5	5	5	5	
	A 18 : 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	1	1 (100%)	5	5	5	5	
	A 19 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	2 (200%)	5	5	5	5	
PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
	A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1 (100%)	4	4	4	4	
UMFO 3 . RESEARCH SERVICES									

PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	**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	1	6 (600%)	5	5	5	5	
PI 2. Number of research outputs completed within the	**A 28**. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	3 (300%)	5	5	5	5	
PI 3. Percentage of research outputs published in internationally-referred or CHED recognized	**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							
	In refereed int'l journals								
	In refereed nat'l/regional journals								
PI 4. Number of research outputs presented in regional/national/ int'l	**A 30.** Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences							
	In int'l fora/conferences		1	2 (200%)	5	5	5	5	
	In nat'l/regional fora/conferences		1	2 (200%)	5	5	5	5	
PI 5. Percent of research proposals approved *	**A 31.** Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate	1	2 (200%)	5	5	5	5	
PI 6. Additional outputs*	**A 32**. 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	1	2 (200%)	5	5	5	5	

		A 33.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	2 (200%)	5	5	5	5	
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension	**A 34**. 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	1	12 (1200%)	5	5	5	5	
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	**A 35**. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	5 (500%)	5	5	5	5	
	PI 5. Number of technical/expert services	**A 36**. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor		1	3 (300%)	5	5	5	5	
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	3 (300%)	5	5	5	5	
	Resource Persons	Resource Persons		1	4 (400%)	5	5	5	5	
	Convenor/Organizer	Convenor/Organizer		1	4 (400%)	5	5	5	5	

Consultancy	Consultant		1	1 (100%)	4	4	4	4		
Evaluator	Evaluator		1	2 (200%)	5	5	5	5		
PI 8. Percent of extension proposals approved *	**A 37.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate	50%	100%	5	5	5	5		
PI 11. Additional outputs *	**A 38**.Other outputs implementing the new normal due to covid 19	related activities and other outputs to implement new normal	1	4 (400%)1	5	5	5	5		
UMFO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
PI 8.Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department	**A 39**. 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 40. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the								
	On program accreditations									
	On institutional accreditations									
UMFO 6. General Admin. & Support Services (GASS)										
PI 2. Zero percent complaint from clients served	**A 41**. Customerly friendly frontline services	Provides customer friendly frontline services to clients								

PI 3: Additional Outputs	A 42. 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	1	1 (100%)	4	4	4	4		
	A 43.Other outputs implementing the new normal due to covid 19	Designs administration/managem ent related activities and other outputs to implement new normal	1	1 (100%)	4	4	4	4		
Total Over-all Rating				2|6	Comments and Recommendation for Development Purposes:					
Average Rating				4.8	Keep up te good work.					
Adjectival Rating				Outstanding						

Evaluated & Rated by:

DENNIS P. PEQUE
Head, DFS
Date:

Recommending Approval

DENNIS P. PEQUE
Dean, CFES
Date:

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **EDUARDO O. MANGAOANG**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/Rec ommendation
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	July 1, 2020	December 31, 2020	December 31, 2020	Very Impressive	Outstanding	Submitted grades on time. Entertains the concerns of all advisees during enrollment.
2	Performs research and extension functions such as; prepares research/extension proposals, implements duly approved research/extension projects within approved time frame, prepares report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.	Very Impressive	July 1, 2020	December 31, 2020	December 31, 2020	Very Impressive	Outstanding	Performed excellently as Director of RCCRDC
3	Attends meetings and makes letters.	Very Impressive	July 1, 2020	December 31, 2020	December 31, 2020	Very Impressive	Outstanding	Attended regular faculty meetings.
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July 1, 2020	December 31, 2020	December 31, 2020	Very Impressive	Outstanding	

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

Prepared by:

DENNIS P. PEQUE
Unit Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee   : Dr. Eduardo O. Mangaoang
Performance Rating   : **4.85 (Outstanding) July - December 2020**

Aim: To translate research outputs into extension program of faculty member

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

Date: July 2020   Target Date: September 2020

First Step:
Required Dr. Mangaoang to develop training manuals/information brochures on clonal propagation, mangrove rehabilitation and climate change mitigation.

Result:
Actively preparing the training manuals/information brochures on clonal propagation of local tree species, mangrove rehabilitation and climate change mitigation despite the pandemic.

Date: October 2020   Target Date: December 2020

Next Step:
Review the manuals and brochures developed to fit the target clienteles

Outcome:
Dr. Mangaoang is actively preparing webinars on climate change related topics.

Final Step/Recommendation:

Dr. Mangaoang may have more manuals and brochures on forestry and climate change related topics and more publications.

Prepared by:

DENNIS P. PEQUE
Unit Head

Conforme:

EDUARDO O. MANGAOANG
Ratee