

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: HUMBERTO R. MONTES, JR.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
1. Instruction			
a. Head (50%)		2.495	0.998
b. Students (50%)		2.5	1
TOTAL for Instruction	40%		
2. Research	30%		1.5
3. Extension	20%		1
4. Administration	10%		0.5
TOTAL RATING			4.998

EQUIVALENT NUMERICAL RATING: 4.998


Add: Additional Points, if any:

TOTAL NUMERICAL RATING 4.998

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Reviewed by:

  
**HUMBERTO R. MONTES, Jr.**  
Name of Faculty

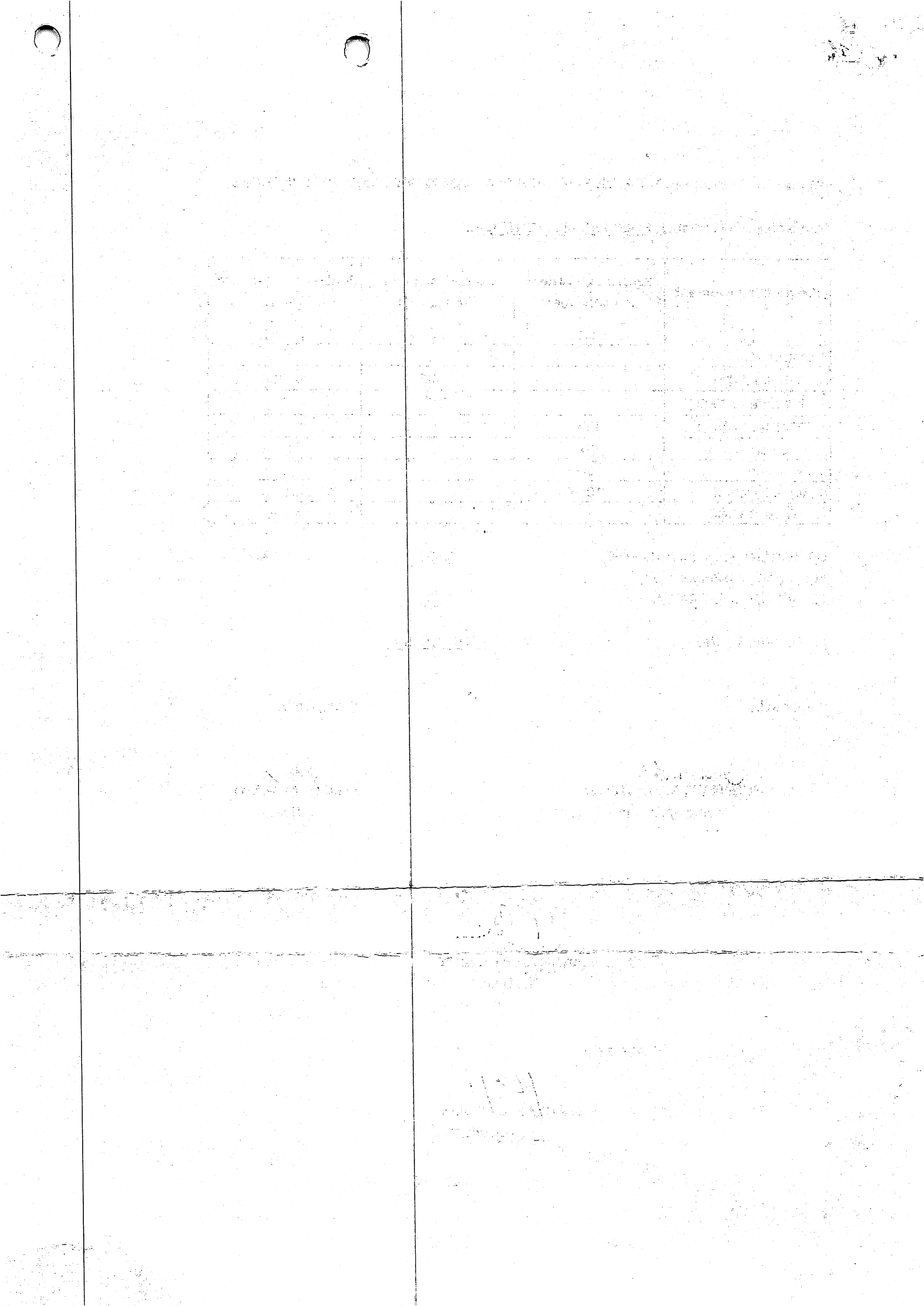
  
**ANALYN M. MAZO**  
Head

Recommending Approval:

  
**CANDELARIO L. CALIBO**  
CAS, Dean

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President




Visayas State University  
**DEPARTMENT OF BIOLOGICAL SCIENCES**  
Visca, Baybay City, Leyte  
**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, HUMERTO R. MONTES, JR, Professor , commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period  
July to December 2018

  
**HUMBERTO R. MONTES, JR**  
Associate Professor

Date:

  
**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										
DBS MFO 2. Graduate Student										
	PI 3: Number of graduate students advised	Serve as GAC adviser/member	1	1	5	5	5	5.00	Jonathan Hijada	
UMFO 2. Higher Education Services										
DBS MFO 1. Curriculum Program										
	PI 1: Total FTE monitored	Teach graduate and undergraduate subjects	3.00	4.00	5	5	5	5.00	TREC 208 (Ecosystems Analysis); Biol 158 (Physical & Chemical Oceanography)	
	PI 2: Number of curricular program compliant to CMO,		1	1	5	5	5	5.00		
	PI 7: Number of academe/industry linkage established	Link with institutions/industries	2	5	5	5	5	5.00	Institute of Climate Change & Sustainable Cities, PASAR, BFAR, DENR, LGUs	
	PI 8: Number of students advised for their academic and thesis concerns	Guide students in the conduct of their research							served as academic adviser, thesis adviser, thesis chairman and SRC member for BS Biology and ITEEM students	
	PI 9: Number of student organizations advised									
	PI 10: Number of instructional materials developed/revised	Revise lecture guides	1	2	5	4.5	4.5	4.67	Biol 158 (Physical & Chemical Oceanography); TREC 208 (Ecosystems Analysis)	
	PI 11: Number of OBE compliant syllabus prepared		1	3	5	5	4.5	4.83		
	Number of seminar/workshop attended	Attend seminars/workshops	3	5	5	5	5	5.00		



	Number of learning materials acquired		1	4	5	5	5	5.00	
DBS MFO 3. RESEARCH									
	PI 2: Number of research outputs presented in local/regional/national /international fora/conferences <i>international fora/conferences national</i>	CFES RDE	1	1	5	5	5	5.00	
	PI 3. Number of research project/study conducted and/or completed in schedule	Conduct research	3	1 program, 1 project, 5 studies	5	5	5	5.00	
	PI 4: Number of research proposals submitted	Make and submit research proposals	2	4	5	5	5	5.00	CHED DARE TO (Biodiversity...); CHED DARE TO (Sargassum); Artificial Reef; Coastal Resource Management; FishCORAL
	PI 5: Number of research proposals approved		1	3	5	5	5	5.00	
	PI 7: Amount of money generated from external funding		1M	Php 11M	5	5	5	5.00	
	PI 8: Amount of money generated from institutional		1M	Php 1M	5	5	5	5.00	
	Number of exchange scholars/ researchers/ visiting professors assisted		1	3	5	5	5	5.00	
	Number of terminal reports submitted		1	1	5	5	5	5.00	
DBS MFO 4. Extension services									
	PI 1: Number of technical/expert services rendered		1	3	5	5	5	5.00	
	PI 2: Number of extension projects/components conducted	Conduct extension projects/activities	1	4	5	5	5	5.00	
	PI 4: Amount of money generated from external funding								
	PI 5: Amount of money generated from institutional		100K	500K	5	5	5	5.00	
	PI 6: Additional Outputs								
	Number of clientele served for identification of specimens as expert in the field		1	1	5	5	5	5.00	
	Number articles reviewed for peer-reviewed journals		1	1	5	5	5	5.00	
	Number of scientific fora attended as speaker/resource person	Act as resource person	1	2	5	5	5	5.00	PCRA Habitat Assessments (Baybay City; 3/6-5/25/18); Open Source Software (QGIS, R, and Zotero) for Researchers (VSU, 4/10-11/18)
	Number of scientific fora attended as participant		1	3	5	5	5	5.00	
DBS MFO 5. Support to operation									
	PI 2: Percentage of Faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated		50%	100%	5	5	5	5.00	
	PI 2: Percentage of degree program compliant with CHED		50%	100%	5	5	5	5.00	
DBS MFO 6: General Administration and Support									
	Number of management meetings attended	Attend meetings	5	8	5	5	5	5.00	



	Number of management meetings conducted (DBS holds meeting once a month)	Conduct meetings	5	8	5	5	5	5.00	
	Number of Purchase requests made for materials/equipment needed for smooth laboratory and		1	1	5	5	4.5	4.83	
	Number of job/letter requests made for the lecture/laboratory rooms and office maintenance		1	3	5	5	5	5.00	
	PI 7: Number of well maintained laboratory/lecture rooms		1 Mar. Lab	1 Mar. Lab	5	5	5	5.00	
	Number of laboratory specimens properly collected for		1	5	5	5	5	5.00	
	Number of documents acted upon promptly		5	10	5	5	5	5.00	
	<b>Laboratory Services</b>								
	Number of laboratory equipment properly maintained as functional		5	15	5	5	5	5.00	
Total Over-all Rating								164.33	
Average Rating								4.98	
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 and Suggestions:  
  
1. Continue to mentor junior staff  
2. More publications





## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Humberto R. Montes, Jr.  
Performance Rating: Outstanding

Aim: To mentor junior faculty

Proposed Interventions to Improve Performance:

Date: June 2018      Target Date: 2019

First Step:

To mentor junior faculty

Result:

To mentor Prof. Flandez

Date: \_\_\_\_\_ Target Date: September-December \_\_\_\_\_

Next Step:

Team teach with Prof. Flandez, i.e., Dr. Montes handles the lecture and Prof. Flandez handles the lab


Outcome:

Team teach in Biol 111

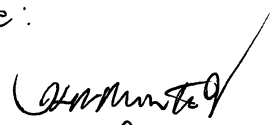
Final Step/Recommendation:

\_mentor other junior staff for other subjects

Prepared by:

  
ANALYN M. MAZO  
Unit Head

Conforme :

  
HUMBERTO R. MONTES Jr.  
Ratee

