

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%)		$4.66 \times 50 = 2.33$	
b. Students (50%)		$4.90 \times 50 = 2.20$	
Total for Instruction	50%	4.53	2.27
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	10%	4.83	0.48
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	10%	4.80	0.48
4. Administration	30%	4.75	1.43
5. Production			
TOTAL			4.66

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.66

ADJECTIVAL RATING:

Outstanding

Prepared by:

EDUARDO O. MANGAOANG

Name of Faculty

Reviewed by:

ANATOLIO N. POLINAR

Department Head

Recommending Approval:

DENNIS P. PEQUE

Dean 3/29/2022


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 attainment of the following accomplishment with the indicated measures for the period January to June 2022.


EDUARDO O. MANGAOANG
 Position
 Date: December 23, 2021

Approved:

ANATOLIO N. POLINAR
 Department Head
 Date:


DENNIS P. PEQUE
 College Dean
 Date: January 2022

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, implemented &	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1	3.32/1 (332%)	4.5	4.5	5	4.67	6 GS in FORY 206, 1 in FORY 238, 1 in FORY 300
	PI 8: Number of graduate students	A2. Number of students advised	Acts as academic adviser to graduate students	1	2/1 (200%)	4.5	4.5	4.5	4.5	S. Benmaldez, C. Cepada
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1/1 (100%)	4.5	5	5	4.67	S. Bernaldez
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	0					
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	4	8/4 (200%)	4.5	5	5	4.83	6 GS in FORY 206, 1 in FORY 300, 1 in FORY 238
	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	2/1 (200%)	4.5	4.5	5	4.67	Modules on Forest Business Management, Forest Resource Economics and Finance
	Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	4/4 (100%)	4.5	4.5	4.5	4.5	PPT presentation lecture materials: FMgt 128, FORY 206, FMgt 147, FMgt 143

	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets,	3	9/9 (30%)	4.5	4.5	4.5	4.5	4 long-hour examinations, 5 research papers
	A 6 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor	1	1/1 (100%)	4.5	4.5	4.5	4.5	FMgt 143 Instructional learning guide
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	4/4 (100%)	5	5	5	5	Google classrooms in FMgt 128, FORY 206; Moodle classrooms in FMgt 128, FORY 206
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	3/1 (300%)	4.5	5	5	4.83	Research assignments, Case studies
UMFO 2. HIGHER EDUCATION SERVICES									
OVPI UMFO 3. Higher Education Management Services									
PI 9. Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	1	465/1 (495%)	4.5	5	5	4.83	29 students - FMgt 128 3 hours lecture per week; 1 student - FORY 200 6 hours per week
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2/2 (100%)	4.5	4.5	4.5	4.5	FMgt 128, FORY 200
	A11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	1/1 (100%)	4.5	4.5	4.5	4.5	Completion grade of Ms. Charina Irag in FMgt 128
	A12. Number of trainings attended related to instruction	Attend mandated trainings	1	0					none
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	3/3 (100%)	4.5	4.5	5	4.67	3 FMgt 128
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	4/4 (100%)	4.5	4.5	5	4.67	4 - FMgt 128
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	1	2/2 (200%)	4.5	4.5	5	4.67	2 research papers in FMgt 128
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	2	8/2 (400%)	4.5	4.5	4.5	4.5	8 assigned undergraduate students
	A17. Number of students advised on thesis/ field practice/special problem:								
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	1/1 (100%)	4.5	4.5	4.5	4.5	Mr. F. Sastre - thesis outline
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	0					not serving as SRC member
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	3	15/3 (500%)	4.5	5	5	4.83	Responded to around 15 students about grades, research assignments, thesis outline

	PI 9: Number of student organizations advised/assisted *	A19: Number of Student organizations advised	Advises student organizations recognized by USOC							
		A20: Number of Student organizations assisted on student related activities	Assists student organizations in implementing student							
	PI 10: Number of instructional materials developed *	A 21: 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	1/1 (100%)	4.5	4.5	4.5	4.5	Courseware on Forest Resource Economics and Finance
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	6/4 (150%)	4.5	5	5	4.83	4 sets of powerpoint presentations, 2 research reading assignments in FMgt 128
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets.	6	6/6 (100%)	4.5	4.5	4.5	4.5	2 research papers, 2 long-hour examinations, , 2 short quizzes
		A 23: 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	1/1 (100%)	4.5	4.5	4.5	4.5	Forest Resource Economics and Finance Learning Guide (FMGT 143)
		A 24: Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2/1 (200%)	5	5	5	5	1 Google classroom, 1 moodle classroom
	PI 11: Additional outputs	A 25: Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	8/1 (800%)	5	5	5	5	3 OBE-Syllabi, 3 examination samples, 2 learning guides
		Agency/firm/industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	4/4 (100%)	4.5	4.5	4.5	4.5	PASAR, LGU Baybay City, JMAS-PO, LGU Isabel
		A 26: Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	2/1 (200%)	4.5	4.5	5	4.67	powerpoint online lecture, research paper
UMFO 3 . RESEARCH SERVICES										
	PI 1: Number of research outputs in the last three (3) years utilized by the industry or by other	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	3/1 (300%)	5	5	5	5	Mangrove rehabilitation technologies, climate-smart upland farming system, sea-level rise home-made tidal gauge technology

79.17
17
4.64

	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	2/1 (200%)	5	5	5	5	Mangrove rehabilitation study, FLR Financing study
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		In refereed int'l journals		1	0					on-process
		In refereed nat'l/regional journals		1	0					on-process
	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 scientific for a/conferences							
		In int'l fora/conferences		1						
		In nat'l/regional fora/conferences		1	2/1 (200%)	4.5	5	5	4.83	Red Cross training and learning visit, Brgy. LGU Knowledge and Capacity Development on Climate Change
	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 implementation	50	4/1 100%	4.5	4.5	4.5	4.5	LGUs' Climate Change Adaptation Capacity, WoMangrove Warriors Mangrove Rehabilitation Project
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 33. 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							
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	3/1 (300%)	4.5	5	5	4.83	participation in webinars, internet search, review of related literatures
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. 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	2	11/2 (550%)	5	5	5	5	LGU BRGYS Sabang, Punta, Jaena, Baybay City, NGO-CORA, JMAS-PO, FEF, OXFAM, ICSC, PASAR, Red Cross
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	10	60/10 (600%)	5	5	5	5	50 pax from LGUs Sabang, Jaena, Punta, Baybay City, 30 pax Red Cross Learning visit participants

24.16
4.83

PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	3/1 30%	4.5	4.5	5	4.67	Community for Resilience ToT, Climate-smart AF Upland Farming Demo, WoMangrove Warriors Project
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	50	90/50 65%	5	5	5	5	As per results of training evaluation
PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
Research Mentoring	Research Mentor		1	5/1 (50%)	4.5	4.5	5	4.67	PASAR Environment Office, LGU Baybay City, Brgy LGUs of Sabang, Jaena and Punta
Peer reviewers/Panelists	Peer reviewers/Panelists		1	1/1 (100%)	4.5	4.5	4.5	4.5	PCAARRD Publication Award as member of BOJ
Resource Persons	Resource Persons		1	3/1 (30%)	5	5	5	5	Red Cross Learning Visit, LGU Trainin on Mangrove Rehabilitation, FEF Forest Policy Reform
Convenor/Organizer	Convenor/Organizer/Facilitator	Conducts and facilitates POs meetings in Northern Cebu (Catmon, Borbon, Tabogon)	1	2/1 (20%)	4.5	5	5	4.83	Red Cross Learning Visit, LGU Trainin on Mangrove Rehabilitation
Consultancy	Consultant		1	2/1 (20%)	4.5	4.5	5	4.67	PASAR Floral Inventory Study, FEF Forest Policy Reform study
Evaluator	Evaluator		1	1/1 (100%)	4.5	4.5	5	4.67	PCAARRD Publication Award as member of BOJ
PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate	20	100/20 (50%)	4.5	4.5	5	4.67	Community for Resilience Project, Climate-smart AF Upland Farming Demo Project, WoMangrove Warriors Mangrove Rehabilitation Project
PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
	A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to	1	3/1 (30%)	4.5	4.5	5	4.67	Holding of limited F2F training, online consultations, limited community visitation
		Number of farmers /PO members and officers communicated/advised	10	90/10 (90%)	5	5	5	5	Local people in communities, LGU technicians, private organizations, NGOs
UMFO 5. SUPPORT TO OPERATIONS									
OVPI MFO 4. Program and Institutional Accreditation Services									

62.35
4.80

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 under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS 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		zero non-conformity					
	A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the		100% compliant					
	On program accreditations								
	On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)									
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					
PI 3. Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice	1	5/1 (500%)	4.5	4.5	5	4.67	Ecosystem Bufferzone Development, Home-made sea-level measurement tidal gauge, Climate-smart upland farming technologies, Big-bag deep planting nursery-grown mangroves in cluster, Degradable mangrove reforestation, Limited F2F-online Hybrid approach
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1	1/1 (100%)	4.5	4.5	4.5	4.5	
	Number of Meeting attended	CFES	2	2/2 (100%)	4.5	4.5	5	4.67	regular CFES faculty meeting
		DFS	2	3/2 (50%)	5	5	5	5	regular DFS faculty meeting
		Committee	1	2/1 (20%)	4.5	4.5	5	4.67	World Ranking Com, OVPRE meeting
		University							
		Project	4	12/4					Mangrove project, Climate-smart AF Upland Farming project, CORE project, LGU CC Adaptation Capacity project
Total Over-all Rating	240.86								
Average Rating	4.72								
Adjectival Rating	Outstanding								submit to MMDC for editing online curriculum

Evaluated & Rated by:

ANATOLIO N. POLINAR

Department Head

Date:

Recommending Approval

DENNIS P. PEQUE

Dean, CFES

Date: 9/29/2020

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

28.57

4.75

51

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/Recommendation
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 the prescribed period, makes himself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Impressive	January 1, 2022	June 2022	June 30, 2022	Very Impressive	Very Satisfactory	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	Very Impressive	January 1, 2022	June 2022	June 30, 2022	Very Impressive	Outstanding	Performed excellently as Director of RCCRDC

	projects within the approved time frame, prepares report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.							
3	Attends meetings and makes letters.	Very Impressive	January 1, 2022	June 2022	June 30, 2022	Very Impressive	Outstanding	Attended regular faculty meetings.
4	Performs other functions such as being; member of VSU Academic Council, etc.	Very Impressive	January 1, 2022	June 2022	June 30, 2022	Very Impressive	Outstanding	Able to multitask and maintain productivity

*Either very impressive, impressive, needs improvement, poor, very poor

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:


ANATOLIO N. BOLINAR
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Eduardo O. Mangaoang
Performance Rating : 4.66 (Outstanding) January - June 2022

Aim: To translate research outputs into extension materials and/or program of faculty member

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

Date: January 2022

Target Date: March 2022

First Step:

Required Dr. Mangaoang to develop training manual 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: April 2022

Target Date: June 2022

Next Step:

Review the manuals and brochures developed to fit the target clientele

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:

ANATOLIO N. POLINAR
Unit Head

Conforme:


EDUARDO O. MANGAOANG
Ratee