SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

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

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2 x 3)
1. Instruction			
a. Head (50%)		2.49405	0.99762
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			4.99762

EQUIVALENT NUMERICAL RATING:

4.99762

Add: Additional Points, if any:

TOTAL NUMERICAL RATING

4.99762

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:

HUMBERTO R. MONTES, Jr.

Name of Faculty

ANALYN M. MAZO

Head

Recommending Approval:

CANDETÁRIO 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, 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 <u>January to June 2018</u>.

HUMBERTO RIMONTES, JR

Associate Professor

Date:

ANALYN:M. MAZO
Head, DBS

							Ra	nting		
MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accom- plishment	Quality	Efficiency	Timeliness	Average	Remark
UMFO	1: Advanced E	ducation Services			·······			*·····································		
DBS MFO	1. Graduate Deg	gree Program						<u> </u>	T T	
	PI 1: Number o	f graduate degree specializations								
_	PI 2: Total FTE	monitored								
	PI 4: Percentag	ge increase in number of graduate								
DBS MFO	2. Graduate Stu	dent						······································		
	PI 1: Number of scholarship/ ass	f graduate students awarded with sistantship								
	Pl 2: Percentag	ge of graduate students awarded with								
		sistantship who graduated within								
	PI 3: Number of	graduate students advised	Serve as GAC adviser/member	1	1					
UMFO 2. Hi	igher Education	Services					l	L	l	
DBS MFO	1. Curriculum i	Program								
	PI 1: Total HTE		Teach graduate and undergraduate subjects	15.00	20.50	5	5	5	5.00	TREC 208 (Ecosystems Analysis); Biol 158 (Physical & Chemical Oceanography):
	PI 2: Number o	of curricular program compliant to CMO,		1	1	5	5	5	5.00	
	PI 3: Average p	assing percentage in licensure								
		ndergraduates in mandated programs who he prescribed period								
	1	ge increase in the number of undergraduate tho graduated within prescribed period								

In		······································	-					
PI 3: Average passing percentage in licensure								
PI 4: Number of undergraduates in mandated programs who graduated within the prescribed period								
PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period								
PI 6: Percentage increase in number of undergraduate students enrolled								
	Link with institutions/inducstries	2	4	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	3	5	5	4.5	5	4.83	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	5	4.5	4.83	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	
PI 12: Additional outputs								
Number of awards/recognitions received by faculty member								
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				L	<u></u>	<u></u>	<u> </u>	
PI 1: Number of published papers in internationally indexed journals								
PI 2: Number of research outputs presented in local/regional/national /international fora/conferences international fora/conferences national	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	
	Make and submit research proposals	2	4	5	5	5	5.00	CHED DARE TO (Biodiversity); CHED DARE TO (Sargassum); Artificial Reef; Coastal Resource
PI 5: Number of research proposals approved		1	3	5	5	5	5.00	Management; FishCORAL
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	
PI 9: Additional outputs						 	 	† · · · · · · · · · · · · · · · · · · ·
Number of research related awards (research conducted by student or student with faculty)								
Number of exchange scholars/ researchers/ visiting professors assisted		1	3	5	5	5	5.00	

ARREN Legerous (Colege)	misseuppe concumine in Language confluences acceptant settle box country	. Amageman	,	A Decree College and the college area		-	to and the second	annus antis una logici de contrato que la cara en tales en tentre com metro entre en com en entre de disse entre
Number of exchenges one was researchered)	ê	1 800	
occention by entrant or student with feaulty)	The second secon	ned i greg meganentides, i eran anticer.	The state of the s		 	- Carrier Management Control	a control take reports	1
Mustifier of coaserth related awards (research)) 	and the second second		
Pl 9: Additional octpurs			,		[
[21.6] Amount of maney goal-stated from modulicing		Į.	Php filt	0	0	D D	200	
A		1.74	+ (10 (. !')		į			
[6] 7. Am active in solar godestined from actions beauting	A substitution of the second section of the sec			<u></u>	1		1	pulonegement, HanddRAI.
(http://documenterescontrational approach	Anna de la compania del compania del compania de la compania del la compania de la compania del la compania de	an a comment			L			18 regatestari). Artiklold Reseit Cadabal Researce. Tabusanaman ir 1990 virgasi.
	ମୁକ୍ତେମ୍ବର ଆ ଅ ନ୍ଧେତ୍ୟ ଅଧିକ୍ରାମ୍ୟ ଓଡ଼ିଆ	3	1	(2	1 200	CHED DARE TO LIB ANALYSMENT ONED INTERTO
Phili Murries of mose. In proposure primities.	A contract of the second secon	and the second second	l gengled	! !	Programme and the second second section of	e de la companya de l	12,500	Company of Charles and Charles (1994) and Charles (
ametra complitived in achiechia		- A	buclen!	2	į p	9	Î	
	Conduct research		1 biothesis		; } .		0.00.	
Britishorm Area carbonizas notas r	Ber Beginner gegen von der einem stelligen eine Stelligkeiten der der eine Bereicht der Abstelle der Gestelle	and the same of the control of the c	(1) 1 (1) (1) (1) (1) (1) (1) (1) (1) (1		1		Section 1995 and 1995	er beste beste tit 1800 og de sinne en
logalite youndt auchel felorealite al numiconierd gas		1		¥ - X	2	Ė		
· · · · · · · · · · · · · · · · · · ·	CETURES :		il and a second at the		• •		(275)	3
Hudexed for these	A CONTRACTOR OF THE PROPERTY O			i	1			
Polit Monther of hobidoted papers in intermediating	en e	r E Face ages accessor or a second contracts			Í			The second of the second secon
OSS MED BEIDERSYSCH	gyprocent i gyegypos in or i makkanin kilokaske deki kun in ori men kilokaske.	ومعادر والمراجعة المعاديدة والمراجعة	agains commenter de april 100 es	garana an aran besser	er en	egenesia in como constante	garan and and an and an an and an an an and an	and the second of the second o
Number of lear-strainstantials contained	er 1900 - Santa Alexandria de Carlos	e English de Salan de English de Salan de		; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;				Control of the contro
Murd or or senth and adventor actions	(A topol participalistical discussion					ę "	i prote	of a region of the material and the control of the material and the second of the seco
0.0000		•		:	1	1		
haumaner en seminder ekkinminden moonvaal by favolly	Services and the services of t) 	<u> </u>	{ 	ļ.			en jarren da, ingeneral en en jarren en en jarren en en jarren en de jarren en jarren en en jarren en en en jarren e
PLI2: Additional engans		parameter and the second secon	properties of the same of	in a comment of the c	And the second s	<u> </u>		To the second se
Philip Manager of Optimical philabolic properties	and the second s				janin karangan karang Karangan karangan ka		5.89)
Hey 1000 from the	3		5	į ē	9	1 45	.01. 6	Marchalden i salahany Amarikana na Marchalden ambanananananahan
[2] FO Remon of Bratablerial registrate	Tegerran pagina digosa			e Garage and the second	den in the second control of the second cont	Lagrage and a contradition of a		1 129 (Frywdd) 2 Charriod Coednography, TREC 202
ised Ocean connems Clift Monther of student organization is adjusted	The state of the s							SEC manifer for Bs 2 degy and 11 tEM and one
	Cuide strikeries in the conduct of the recovery	9	2			5	713	school or production adviser through advisor, it wish constitutes and
PN As Management of the first o	Contract the second second		andres Carrella (1999) contratable (1999)	in account on an about the second	disconsissione and and	As parameter approximation and	<u> </u>	Part Cor
This Muniter of acsidematricipaty linkage detailietied	titink salui haduni aresestaceaiso.		4			î	F.00	cratitute of Charito Cultings & Guataumite Cultas, PASAR, EF asc
Sundentis enrolled	The temperature of the companies of the confidence of the confiden	**************************************	A CONTRACTOR OF THE PARTY OF TH	The Market Market of the Control of	Section (Control of the April of April	Commission market control to	The second secon	The second secon
P. O. Parcantage browns in number of unaugrochate	b the state of the		The proper section of the property of the	1 				The second secon
aliadar is who contrated culting procedured peding		!	1	1		1		
Prior Perochal, a housement the member of und agreement	The state of the s		<u> </u>			! 		
विद्यात्रकेत्वत् स्वापनः दारः अस्त्रसम्बद्धाः स्वयं			1			***		1
far at thereby a think against the managed programs who	The state of the s	Talle in a state of the state o	ļ.,				: 	Company of the Compan
(2) 8: Average presting percenting in hooms, us	Europe (not a green) and the state of the st	! !	1	<u>.</u>	·	i Virginia marti e primi i e		The second of th

Number of research articles submitted for publications Number of terminal reports submitted 5.00 DBS MFO 4. Extension services PI 1: Number of technical/expert services rendered 5.00 PI 2: Number of extension projects/components Conduct extension 5.00 1 conducted projects/activities PI 4: Amount of money generated from external funding 1M Php 10M 5.00 PI 5: Amount of money generated from institutional 100K 500K 5.00 PI 6: Additional Outputs Number of clientele served for identification of 1 5.00 specimens as expert in the field Number articles reviewed for peer-reviewed journals 1 5.00 Number of scientific fora attended as Act as resource person 2 PCRA Habitat Assessments (Baybay City; 3/6-5/25/18); speaker/resource person Open Source Software (QGIS, R, and Zotero) for Researchers (VSU, 4/10-11/18); Acted as resource person during the "Participatory Coastal Resources Assessment Training Workshop" for the LGUs of Baybay last January 29 31, 2018. Also served as speaker during the "Stakeholder's forum on the protection of the coastal zone of the city of Tacloban, the municipality of Tanauan and the Municipality of Palo: Sharing knowledge and information on ecosystems, status, and sustainable use of coastal and marine ecosystems" last March 16, 2018 Number of scientific fora attended as participant 5 5.00 DBS MFO 5. Support to operation 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 PI 3: Degree program compliant to CHED PI 4: Degree program has passed evaluation with at least level 1 **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 5.00 least very satisfactory rating in 50% of the subjects 50% 100% 5 5 evaluated PI 3: Number of in-house 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 5.00 50% 100% 5 5 DBS MFO 6: General Admninistration and Support PI 1: Zero complaints from clients 100% 5.00 PI 2: Additional outputs Number of management meetings attended Attend meetings 5 5.00 8 5 5 5 Number of management meetings conducted (DBS Conduct meetings 5.00 5 8 5 5 holds meeting once a month) Number of recommendations made for the approval of the administration to enhance the unit's capabilities and Number of requests made for approval by the administration to address some academic/office Number of Purchase requests made for 5.00 5 5 5 materials/equipment needed for smooth laboratory and Number of job/letter requests made for the 5.00 5 5 5 lecture/laboratory rooms and office maintenance PI 7: Number of well maintained laboratory/lecture 5.00 1 Mar. Lab 1 Mar. Lab 5 5 5 rooms Number of well maintained comfort rooms for 5 5 5.00 Number of laboratory specimens properly collected for 5.00 1 5 5 Number of exam papers properly mimeographed and 5 5.00 Number of laboratory/lecture guides reproduced on 5.00 1 5 5 5 ltime Number of documents acted upon promptly 5 10 5 5 5.00 Laboratory Services Number of laboratory equipment properly maintained 5.00 15 5 as functional No. of glasswares/equipment dispensed No. of glasswares/equipment inventoried/yr % of students & faculty served on time during the 5.00 100% 5 5 100% 5 scheduled lab. classes & with zero complaint

	% of request for reagents prepared & issued during schedule lab. classes	100%	100%	5	5	5	5.00	
	% specimens collected & prepared before scheduled lab.	100%	100%	5	5	5	5.00	
	% materials/equipment submitted to the property office after being declared as waste	100%	100%	5	5	5	5.00	
							209.50	
Total Over-al				4.99		4.99		
Average Rati								
Adjectival Ra	ating			OUTSTANDING				

Evaluated & Rated by:

ANALYN M. MAZO Department Head Recommending Approval:

CANDELARIO L. CALIBO

College Dean

Approved

BEATRIZ'S. BELØNIAS
Vice President for Instruction

Comments & Recommendations for Development Purpose:

Informe medanism a assisti shilent for their the sis to inpose time linear & quality of aspel

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Humberto R. Montes, Jr. Performance Rating: Outstanding
Aim: Pursue graduate studies
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

Males fragistrature dominate et en entre e

Name of deaphyse Historiers R. Mestek L. Performace Redug. Dustanday				
. Sibere offenderig onerne traile.				
ionomáchis i sværemí et scrípcomenci histogram.				
Dam Jone 2018 . Harpy Force 2013				
Truck Steps	esti i ni vanament si indentissio	· Alle Westernamen	engarijanska operation	angular an abandar
COROLL STREET PROPERTY.	A SECTION AND A SECTION AND A SECTION AND A SECTION ASSESSMENT AS A SECTION AS A SE	and the second s	je i≑ ormanije vez uzave.	
Roads				
	i go esta ma imi uega en e	The residence assessment of them are	mentykalistaki kendentali perioda (h. 1960).	
от по выборя в на намерия по от объементу и отнаваления и подней изотначения и пости и отности и от отности и Пости в поднежения в намерия по отности в поднежения в поднежения в поднежения в пости и отности и отности и о	Mitnesome and various garden and	wer dege der der der ein erze, dans der	and the second and the contract of	robed them which makes
	क्षा संदर्भ । यहाँ न महिल्ला है। इ.स.च्या			
Next Step: Team touck with the manded for the Mon- handles file lab	r solbust sy	Cappion of	lot in	Notens T
Second				
Team teach in Diol List. First Skep Nocollamoudstion				
कारतीकेट उनीठ भी तिका प्रधानी क्रिकेट कार्यका				

avet laurepeal

THE ROLL OF THE STREET

San Single