

Exhibit K

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%)		$4.46 \times 50\% = 2.23$	
b. Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	30%	4.73	1.42
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	30%	4.86	1.46
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	10%	4.9	0.49
4. Administration	30%	5	1.5
5. Production			
TOTAL			4.87

EQUIVALENT NUMERICAL RATING:

4.87

Add: Additional Points, if any:

0


TOTAL NUMERICAL RATING:

4.87


ADJECTIVAL RATING:

OUTSTANDING


Prepared by:


EDUARDO O. MANGAOANG
Name of Faculty


Reviewed by:


DENNIS P. PEQUE
Department Head

Recommending Approval:

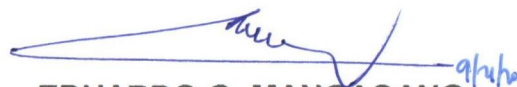

DENNIS P. PEQUE
Dean


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 **January to June 2020**.


EDUARDO O. MANGAOANG
 Professor VI
 Date:

Approved:

DENNIS P. PEQUE
 Department Head
 Date:


DENNIS P. PEQUE
 College Dean
 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 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 & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1	3.89 (389%)	5	5	5	5	Fory 300
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	1	3 (300%)	4	4	4	4	Provided guidance to 3 graduate students
		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%)	4	4	4	4	Reviews and guide one graduate student on thesis outline

		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1 (100%)	4	4	4	4	Help one graduate student on thesis work
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1	12 (1200%)	5	5	5	5	Met with 12 students for consultation
	PI 9: Number of instructional materials developed *	<u>A5</u> . 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 (200%)	5	5	5	5	Prepared two instructional materials Fory 238, Fory 300
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	4 (400%)	4	4	4	4	Prepares four powerpoint materials Fmgt 238, Fory 300
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	12 (1200%)	5	5	5	5	For Fmgt 238 and Fory300
		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	1 (100%)	4	4	4	4	Submitted 1 courseware
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1 (100%)	4	4	4	4	one virtual classroom created
	PI 10 . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	Designs experiential learning activities and other outputs to implement new normal	1	2 (200%)	4	4	4	4	two experimental learning activities prepared

UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	1	4.21 (421%)	5	5	5	5	Fmgt 128, Fory 200
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	2 (200%)	5	5	5	5	Fmgt 128, Fory 200
		A 11. 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 (100%)	4	4	4	4	Boco, Frances Jude
		A12. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	3 (150%)	4	4	4	4	Fmgt 128 lec/lab
		A13. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	3	5 (166.66%)	4	4	4	4	Fmgt 128 lec/lab
	PI 8: Number of students advised: *	A14. Number of students advised:	<i>Acts as academic adviser to students</i>	4	8 (200%)	5	5	5	5	8 students served
		A15. Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	1	1 (100%)	4	4	4	4	Boco
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	1	2 (200%)	4	4	4	4	

		A16. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	3	15 (500%)	5	5	5	5	Boco, Abergido, Baledo, Betita, Caballes, Cabias, Cagnan, De Paz, Decena, Dequito, Esotros, Gales, Gamutan, Gervacio, Igot, Lopez
	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	For 1st Sem SY 2020-2021, Forest Business Management and Forest Economics
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	2 (200%)	5	5	5	5	For 1st Sem SY 2020-2021, Forest Business Management and Forest Economics
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	10 (250%)	5	5	5	5	For 1st Sem SY 2020-2021, Forest Business Management and Forest Economics
		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%)	4	4	4	4	Forest Business Management
		A 19 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1 (100%)	4	4	4	4	Forest Business Management
	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	2 (100%)	5	5	5	5	For 1st Sem SY 2020-2021, Forest Business Management and Forest Economics
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	3 (300%)	5	5	5	5	CC7.CFES.1718, DBP Project, Oxfam Project Alert
	PI 2. Number of research outputs completed within the year *	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	CC7.CFES.1718, DBP Project, Oxfam Project Alert
	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-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>		1	3 (300%)	4	4	4	4	CC7.CFES.1718, DBP Project, Oxfam Project Alert
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>		1	3 (300%)	5	5	5	5	CC7.CFES.1718, DBP Project, Oxfam Project Alert
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	3 (300%)	5	5	5	5	CC7.CFES.1718, DBP Project, Oxfam Project Alert
	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 returns duly	1	2 (200%)	5	5	5	5	Two articles reviewed

		A 33. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	3 (300%)	5	5	5	5	Three research related to webinars
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 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	4 (400%)	5	5	5	5	Clonal Nursery, Community Resiliency, Annual Regional Conf, Establishment and Maintenance of On-campus Climate Smart
	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	2 (200%)	5	5	5	5	Clonal Nursery, Annual Regional Conference
	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							
	<i>Research Mentoring</i>	<i>Research Mentor</i>		1	4 (400%)	5	5	5	5	Four mentoring made
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		1	4 (400%)	5	5	5	5	Act as reviewer & panelist in four researchers
	<i>Resource Persons</i>	<i>Resource Persons</i>		1	3 (300%)	5	5	5	5	Served as speaker in three webinars
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		1	1 (100%)	5	5	5	5	Project Alert Webinar Series- Enhancing Local Humanitarian Leadership Towards Building Stronger Ground

	Consultancy	Consultant		1	5 (500%)	4	4	4	4	Project Alert Webinar Series
	Evaluator	Evaluator		1	5 (500%)	5	5	5	5	Project Alert Webinar Series
	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 implementation	1	2 (200%)	5	5	5	5	RCCRDC & ACIAR
	PI 11. Additional outputs *	A 38. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	2 (200%)	5	5	5	5	RCCRDC & ACIAR
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 under ISO 9001:2015*	A 39. 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 40. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools		100% compliant					
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 41. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					

	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 performing functions resulting to best practice	1	3 (300%)	5	5	5	5	three online acitivities eg. Workshops, meetings and webinars online
		A 43. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1	3 (300%)	5	5	5	5	three online acitivities eg. Workshops, meetings and webinars online
	Total Over-all Rating	209								
	Average Rating	4.64								
	Adjectival Rating	Outstanding								

Comments & Recommendations for Development Purposes:
Continue to mentor the junior staff of CFES on climate-change related capabilities

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 Instruction

Date:

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 prescribed period, makes himself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Impressive	January 1, 2020	June 30, 2020	June 30, 2020	Very Impressive	Outstanding	Submitted grades on time.
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	January 1, 2020	June 30, 2020	June 30, 2020	Very Impressive	Outstanding	Performed excellently as Director of RCCRDC
3	Attends meetings and makes letters.	Very Impressive	January 1, 2020	June 30, 2020	June 30, 2020	Very Impressive	Outstanding	Attended regular faculty meetings.
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	January 1, 2020	June 30, 2020	June 30, 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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Eduardo O. Mangaoang
Performance Rating : 4.87 (Outstanding) January – June 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: January 2020

Target Date: March 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: April 2020

Target Date: June 2020

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:


DENNIS P. PEQUE
Unit Head

Conforme:


EDUARDO O. MANGAOANG
Ratee