

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: HERNANDO L. MONDAL

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.82 \times .50 = 2.41$	
b. Students (50%)		$4.38 \times .50 = 2.19$	
Total for Instruction	<u>55%</u>	<u>4.6</u>	<u>2.53</u>
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	<u>10%</u>	<u>4.5</u>	<u>0.45</u>
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	<u>5%</u>		
4. Administration	<u>20%</u>	<u>4.84</u>	<u>1.452</u>
5. Production			
TOTAL			<u>4.43</u>

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.43

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

HERNANDO L. MONDAL

Name of Faculty 1/24/23

Reviewed by:

ANATOLIO N. POLINAR

Department Head 1/24/23

Recommending Approval:

DENNIS P. PEQUE

Dean 1/24/23


Approved:

BEATRIZ S. BELONIAS

Vice President


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Hernando L. Mondal, a faculty member of the DEPARTMENT OF FORESTRY 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 from July to December, 2022.


HERNANDO L. MONDAL
 Assistant Professor III
 Date: 12/21/22

Approved:

ANATOLIO N. POLINAR
 Department Head
 Date: 1/20/2023


DENNIS P. PEQUE
 College Dean
 Date: 1/23/23

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			Non member of graduate faculty							
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinate	A1. Actual Faculty's FTE	Handles subjects/courses assigned		0.555	5	5	5	5	Fory 211
	PI 8: Number of graduate	A2. Number of students advised	Acts as academic adviser to 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							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty		1	4.5	4.5	4.5	4.5	Apple Labides
	PI 9: Number of instruction	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							

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3		4.5	4.5	4.5	4.5	Module 1-3
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1		4.5	4.5	4.5	4.5	Midterm exam
		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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	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							
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	Handles and teaches courses assigned	10	17.050/10 (171.5%)	5	5	5	5	Fsci 131 and Fmgt 121
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2 /2 (100%)	5	5	5	5	Midterm for 3 subjects (Fsci 131, Fmgt121)
		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	17/1 (1,700%)	5	5	5	5	AUSTRIA, CAINDOC, DE JESUS, FERNANDEZ, GAYRAMA, JACA, LOREJAS, MALINAO, MANTOS, MORENO, PAPELLERO, PLAZO, SALVALEON, TALATAYOD, Pude, Bating and VEGA
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	6/1 (600%)	5	5	5	5	Baruan-Blanquet, Mandatory orientation, Ecosystem&Dev't Journal, Faculty onboarding, Forest policy, SFFI
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	5/2 (250%)	5	4.5	5	4.83	1st long exam and Midterm (Fsci 131, Fmgt 121)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	12/5 (240%)	5	4.5	5	4.83	Fsci 131 lab&Lec, Fsci 121 lab & Lec
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	9/5 (180%)	5	4.5	5	4.83	Fsci 131, Fmgt 121

18.5
4

	PI 8: Number of students	A16. Number of students advised:	Academic adviser to students	2	4/2 (200%)	5	4.5	5	4.83	Papellero, Mendez, Oronea & Venturado
		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	5	5	4.83	Mendez
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	2/2 (100%)	4.5	4.5	5	4.67	Cagnan, Lora
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	2	4/2 (200%)	5	5	5	5	Papellero, Mendez, Oronea & Venturado
	PI 9: Number of student organizations advised	A19. Number of Student organizations advised	Advises student organizations recognized by USOO							
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	PI 10: Number of instructional courseware developed and submitted :	A 21 : Number of on-line courseware 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	2/1 (200%)	5	4.5	5	4.83	Fsci 131 and Fmgt 121
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	3/3 (100%)	5	4.5	5	4.83	Fsci 131 & Fmgt 121
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	5/3 (166.66%)	5	4.5	5	4.83	Fsci 131, Fmgt 121
		A 23 : Number of on-line courseware reviewed by TRP & edited by MMDC editor	Submits the courseware duly reviewed by TRP for editing by MMDC editor							
		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	Fsci 131 & Fmgt 121
	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						
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	1/1 (100%)	4.5	4.5	4.5	4.5
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal						
UMFO 3 . RESEARCH SERVICES									
	PI 1. Number of research outputs	A 27. 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						
	PI 2. Number of research outputs	A 28. Number of research outputs completed within the year *	Conducts and completes research or project within the year	1	1/1(100%)	4.5	4.5	4.5	4.5
	PI 3. Percentage of research outputs	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	1	1/1 (100%)	4.5	4.5	4.5	4.5
		In refereed int'l journals							
		In refereed nat'l/regional journals							
	PI 4. Number of research outputs	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences						
		In int'l fora/conferences							
		In nat'l/regional fora/conferences							
	PI 5. Percent of research proposals	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation						
	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 returns duly reviewed paper						

EDC

Extended next year,
Mt. Pangasugan,
ProjectAttended write shop &
submitted abstract
UPLB journal77.91
169
2

		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							
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active par	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							
	PI 2. Number of trainees w	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3. Number of extension	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects							
	PI 4. Percentage of benefi	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							
	PI 5. Number of technical/	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor								
	Peer reviewers/Panel	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	PI 8. Percent of extension	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. 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 implement new normal							
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									

	PI 8. Compliance to all requirements of the QMS core processes of the university 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							
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		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							
	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							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
		Attend meeting	CFES, Faculty and Committee meeting	3	6/3 (200%)	5	5	5	5	CFES and DFS meeting
		Number of documents drafted	Minutes	2	6/2 (300%)	4.5	4.5	5	4.67	CFES and DFS meeting
	Total Over-all Rating	114.98								Submit to MMPC for
	Average Rating	4.79								editing online comparison
	Adjectival Rating	Outstanding								made for subject matter

9.67
2

24

Evaluated & Rated by:

ANATOLIO N. POLINAR

Department Head

Date: 1/20/2023

Recommending Approval

DENNIS P. PEQUE

Dean, CFES

Date: 1/23/23

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 1/24/23

PERFORMANCE MONITORING FORM

Name of Employee: HERNANDO L. MONDAL

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	July 1, 2022	December 2022	December 31, 2022	Very Impressive	Outstanding	Submitted grades on time. Focal Person of VSU Online Enrollment Taskforce in the department.
2	Attends trainings, seminars and workshops.	Very Impressive	July 1, 2022	December 2022	December 31, 2022	Impressive	Very Satisfactory	Attended trainings as DFS Enrollment Focal Person and Department based Guidance Facilitator.
3	Attends meetings and workshops as per instructed by immediate Head.	Very Impressive	July 1, 2022	December 2022	December 31, 2022	Very Impressive	Outstanding	Attentively attends meetings
4	Performs other functions such as; DFS Secretary and Chairmanship and/or member of committees in the department.	Very Impressive	July 1, 2022	December 2022	December 31, 2022	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. POLINAR
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Hernando L. Mondal
Performance Rating : 4.43 (Very Satisfactory) July - December 2022

Aim: To improve research and extension capability of faculty member

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

Date: July 2022

Target Date: September 2022

First Step:

Required Dr. Mondal to conduct research on insect diversity assessment and natural resources management and engage in extension activities/work.

Result:

Actively conducted research on insect diversity assessment in selected sites in Leyte; and Mt. Pangasugan.

Date: October 2022

Target Date: December 2022

Next Step:

Collect sufficient research data, analyze data collected, and write scientific articles for publication.

Outcome:

Dr. Mondal scientific articles for review and possible publication.

Final Step/Recommendation:

Dr. Mondal may share and/or disseminate relevant output or findings of his research to farmers and other possible stakeholders.

Prepared by:

ANATOLIO N. POLINAR
Unit Head *[Signature]*

Conforme:

[Signature]
HERNANDO L. MONDAL
Ratee *[Signature]*