

## Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: HERNANDO L. MONDAL

| Program Involvement<br>(1)          | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical<br>Rating Rating x<br>%<br>(3) | Equivalent Numerical<br>Rating<br>(2x3) |
|-------------------------------------|---|--|---|
| <b>1. Instruction</b>               |   |  |   |
| a. Head/Dean (50%)                  | 4.82  | 2.41                                     |   |
| b. Students (50%)                   | 5   | 2.5                                      |   |
| <b>Total for Instruction</b>        | 75% <del>80%</del>                            | 4.91                                     | 3.68 <del>3.93</del>                    |
| <b>2. Research</b>                  |   |  |   |
| a. Client/Dir. for Research (50%)   |   |  |   |
| b. Dept. Head/Center Director (50%) |   |  |   |
| <b>Total for Research</b>           | 3% <del>4%</del>                              | 0 <del>0.2</del>                         |   |
| <b>3. Extension</b>                 |   |  |   |
| a. Client/Dir. for Extension (50%)  |   |  |   |
| b. Dept Head/Center Director (50%)  |   |  |   |
| <b>Total for Extension</b>          | 2% <del>4%</del>                              | 0 <del>0.2</del>                         |   |
| <b>4. Administration</b>            | 20%   | 5  | 1                                       |
| <b>5. Production</b>                |   |  |   |
| <b>TOTAL</b>                        |   |  | 4.68 <del>4.93</del>                    |

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

4.68 ~~4.93~~

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Outstanding


Prepared by:

  
**HERNANDO L. MONDAL**  
Name of Faculty

Reviewed by:

  
**ANATOLIO N. POLINAR**  
Department Head

Recommending Approval:

  
**DENNIS P. PEQUEN**  
Dean


Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President


**"Exhibit B"**

**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, 2023.

  
**HERNANDO L. MONDAL**  
 Associate Professor II  
 Date: 1/8/24

Approved:  
  
**ANATOLIO N. POLINAR**  
 Department Head  
 Date: 1/12/24

  
**DENNIS P. PEQUE**  
 College Dean  
 Date: 1/15/24

| 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 coordinated, implemented & monitored* | A1. Actual Faculty's FTE  | Handles subjects/courses assigned             | 0.5    | 5.59 (1,118%)         | 5       | 5          | 5          | 5       | Vegetation Dynamic  |
|  | PI 8: Number of graduate students advised *           | A2. Number of students advised  | Acts as academic adviser to graduate students | 1      | 5 (500%)              | 5       | 4          | 5          | 4.67    | Enselay,Rom, Tiongco,Solis,Cinco  |
|  |   | 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                                 |   | 1 (100%)    | 4 | 4 | 5 | 4.33 | Caballes                          |
|  |   | <b>A4</b> . Number of students entertained for consultation purposes               | Entertains students seeking consultation with faculty   | 1 | 5 (500%)    | 5 | 5 | 5 | 5    | Enselay,Rom, Tiongco,Solis,Cinco  |
|  | <b>PI 9</b> : Number of instructional materials developed * | <b>A5</b> . 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 | 2 | 5 (250 %)   | 5 | 5 | 5 | 5    | Module 1-5                        |
|  |   | Assessment tools   | Prepares assessment tools such as long exam, quizzes, problems sets, etc.                                   | 3 | 4 (133.33%) | 5 | 5 | 5 | 5    | 2 long and Midterm and final exam |
|  |   | 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                                     |   |             |   |   |   |      |                                   |



|  |  |   |  |    |                 |   |   |   |      |   |
|--|--|---|--|----|-----------------|---|---|---|------|---|
|  |  | <i>A 7 : Number of virtual classroom created and operational</i>                | <i>Creates virtual classroom using either Moddle or Google Classroom</i>   |    | 1 (100%)        | 4 | 5 | 5 | 4.67 | Online class during sportfest   |
|  | <i>PI 10 . Additional outputs:</i>                               | <i>A 8. Other outputs implementing the new normal due to covid 19</i>           | <i>Designs experiential learning activities and other outputs to implement new normal</i>                                |    | 1 (100%)        | 4 | 4 | 5 | 4.33 | Act as examiner of Ms. Tiusen   |
| <b>UMFO 2. HIGHER EDUCATION SERVICES</b>                 |  |   |  |    |                 |   |   |   |      |   |
| <b>OVPI UMFO 3. Higher Education Management Services</b> |  |   |  |    |                 |   |   |   |      |   |
|  | <b>PI 5:</b> Total FTE, coordinated, implemented and monitored * | <b>A9.</b> Actual Faculty's FTE   | <i>Handles and teaches courses assigned</i>  | 11 | 14.78 (134.76%) | 5 | 5 | 5 | 5    |   |
|  |  | <b>A10 .</b> Number of grade sheets submitted within prescribed period          | Prepares gradesheet and submits on or before deadline  | 2  | 8 (400%)        | 5 | 5 | 5 | 5    | Fory 211, Fsci 131, and Fmgt 137, Fory 200.2, Midterm and Final Grade |
|  |  | <b>A 11 .</b> 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 | 5 | 5 | 4.67 | Ms. Pude  |
|  |  | <b>A12 .</b> Number of trainings attended related to instruction                | Attend mandated trainings  | 1  | 4 (400%)        | 5 | 5 | 5 | 5    | Extension, Climate change, Curriculum review (Msc.&Undergraduate )    |
|  |  | <b>A13 .</b> Number of long examinations administered and checked               | Administers and checks long examination for subjects taught  | 2  | 6 (300%)        | 5 | 5 | 5 | 5    | Fory 211, Fsci 131, and fmgt 137                                      |

|  |  |   |  |   |              |   |   |   |      |  |
|--|--|---|--|---|--------------|---|---|---|------|--|
|  |  | <b>A14</b> . Number of quizzes administered and checked                             | Prepares and checks quizzes for lec and lab                              | 5 | 18 ( 360%)   | 5 | 5 | 5 | 5    | Fsci 131 and Fmgt 137 lab and lec                |
|  |  | <b>A15</b> . Number of lab reports and term papers checked and graded               | Checks lab reports and term papers submitted as required                 | 5 | 7 (140 %)    | 5 | 5 | 5 | 5    | Fsci 131 lab report 1-7                          |
|  | <b>PI 8:</b> Number of students advised: *                       | <b>A16</b> . Number of students advised:  | Acts as academic adviser to students                                     | 2 | 25 (1,1250%) | 4 | 5 | 5 | 4.67 | Undegraduate advisees 25 and graduate advisees 4 |
|  |  | <b>A17</b> . Number of students advised on thesis/ field practice/special problem:  |  |   |              |   |   |   |      |  |
|  |  | As SRC Chairman   | Advises, and corrects research outline and thesis/SP manuscript          | 1 | 4 (400%)     | 5 | 5 | 5 | 5    | Guinocor, Ms. Flore, Ms. Tabios, Ms. Lamoste     |
|  |  | As SRC Member   | Advises and corrects research outline and thesis/SP manuscript           | 2 | 4 (200%)     | 4 | 4 | 4 | 4    | Guinocor, Ms. Flores, Ms. Tabios, Ms. Lamoste    |
|  |  | <b>A18</b> . Number of students entertained for consultation purposes               | Entertains students consulting on subject taught, thesis and grades      | 2 | 4 (200%)     | 5 | 5 | 5 | 5    | Guinocor, Ms. Flores, Ms. Tabios, Ms. Lamoste    |
|  | <b>PI 9:</b> Number of student organizations advised/ assisted * | <b>A19</b> . Number of Student organizations advised                                | Advises student organizations recognized by USOO                         |   |              |   |   |   |      |  |
|  |  | <b>A20</b> . Number of Student organizations assisted on student related activities | Assists student organizations in implementing student related activities |   |              |   |   |   |      |  |
|  | <b>PI 10:</b> Number of instructional materials developed *      | <b>A 21</b> : 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 (100%) | 4 | 4 | 5 | 4.33 | Fsci 131                     |
|  |                                  | Supplemental learning resources   | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught                          | 2 | 3 (150%) | 5 | 5 | 5 | 5    | Fmgt 137                     |
|  |                                  | Assessment tools  | Prepares assessment tools such as long exam, quizzes, problems sets, etc.  | 3 | 4 (133%) | 5 | 5 | 5 | 5    | Fmgt 137, Fsci 131, Fory 211 |
|  |                                  | <b>A 23 :</b> 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  |   |          |   |   |   |      |                              |
|  |                                  | <b>A 24 :</b> Number of virtual classroom created and operational                   | Creates virtual classroom using either Moddle or Google Classroom  |   |          |   |   |   |      |                              |
|  | <b>PI 11.</b> Additional outputs | <b>A 25.</b> 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                           |   |          |   |   |   |      |                              |

|                                   |   |  |  |  |  |  |  |  |  |  |
|-----------------------------------|---|--|--|--|--|--|--|--|--|--|
|                                   |   | <b>A 26.</b> Other outputs implementing the new normal due to covid 19   | Designs experiential learning activities and other outputs to implement new normal |  |  |  |  |  |  |  |
| <b>UMFO 3 . RESEARCH SERVICES</b> |   |  |  |  |  |  |  |  |  |  |
|                                   | <b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *            | <b>A27.</b> 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      |  |  |  |  |  |  |  |
|                                   | <b>PI 2.</b> Number of research outputs completed within the year *   | <b>A 28.</b> Number of research outputs completed within the year *  | Conducts and completes research or poject within the year                          |  |  |  |  |  |  |  |
|                                   | <b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) * | <b>A 29.</b> 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>   |  |  |  |  |  |  |  |  |
|                                   | <b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences                                      | <b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *                             | Prepares, submits and presents research paper in scienfic for a/conferences        |  |  |  |  |  |  |  |
|                                   |   | <i>In int'l fora/conferences</i>   |  |  |  |  |  |  |  |  |
|                                   |   | <i>In nat'l/regional fora/conferences</i>  |  |  |  |  |  |  |  |  |



|                                   |  |   |   |  |  |  |  |  |  |  |
|-----------------------------------|--|---|---|--|--|--|--|--|--|--|
|                                   | <b>PI 5.</b> Percent of research proposals approved *  | <b>A 31.</b> Percentage of research proposals prepared, submitted and approved  | Prepares research proposals, submits and follows up its approval for immediate implementation                           |  |  |  |  |  |  |  |
|                                   | <b>PI 6.</b> Additional outputs*   | <b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)                                     |   |  |  |  |  |  |  |  |
|                                   |  | <b>A 33.</b> 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 |  |  |  |  |  |  |  |
|                                   |  | <b>A 34.</b> Number of UMs submitted to ITSO, VSU   | Prepares and submits application for UM of technology generated out of research output                                  |  |  |  |  |  |  |  |
|                                   |  | <b>A 35.</b> Other outputs implementing the new normal due to covid 19  | Designs research related activities and other outputs to implement new normal   |  |  |  |  |  |  |  |
| <b>UMFO 4. EXTENSION SERVICES</b> |  |   |   |  |  |  |  |  |  |  |
|                                   | <b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities | <b>A 36.</b> 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              |  |  |  |  |  |  |  |
|                                   | <b>PI 2.</b> Number of trainees weighted by the length of training   | <b>A 37.</b> Number of trainees weighted by the length of training  | Conducts trainings among beneficiaries of technologies for transfer   |  |  |  |  |  |  |  |



|  |  |  |   |  |  |  |  |  |  |  |
|--|--|--|---|--|--|--|--|--|--|--|
|  | <b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority  | <b>A 38.</b> Number of extension programs/projects implemented   | Implementes duly approved extension projects  |  |  |  |  |  |  |  |
|  | <b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance | <b>A 39.</b> 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                                  |  |  |  |  |  |  |  |
|  | <b>PI 5.</b> Number of technical/expert services   | <b>A 40.</b> Number of technical/expert services as/in:  | Provides the technical and expert services requested by beneficiaries                                 |  |  |  |  |  |  |  |
|  | <i>Research Mentoring</i>  | <i>Research Mentor</i>   |   |  |  |  |  |  |  |  |
|  | <i>Peer reviewers/Panelists</i>  | <i>Peer reviewers/Panelists</i>  |   |  |  |  |  |  |  |  |
|  | <i>Resource Persons</i>  | <i>Resource Persons</i>  |   |  |  |  |  |  |  |  |
|  | <i>Convenor/Organizer</i>  | <i>Convenor/Organizer</i>  |   |  |  |  |  |  |  |  |
|  | <i>Consultancy</i>   | <i>Consultant</i>  |   |  |  |  |  |  |  |  |
|  | <i>Evaluator</i>   | <i>Evaluator</i>   |   |  |  |  |  |  |  |  |
|  | <b>PI 8.</b> Percent of extension proposals approved *   | <b>A 41.</b> Percent of extension proposals approved *   | Prepares extension project proposals, submits and follow up its approval for immediate implementation |  |  |  |  |  |  |  |
|  | <b>PI 11.</b> Additional outputs *   | <b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *  |   |  |  |  |  |  |  |  |

|  |   |  |   |  |  |  |  |  |  |  |
|--|---|--|---|--|--|--|--|--|--|--|
|  |   | <b>A 43.</b> Other outputs implementing the new normal due to covid 19   | Designs extension related activities and other outputs to implement new normal  |  |  |  |  |  |  |  |
| <b>UMFO 5. SUPPORT TO OPERATORS</b>        |   |  |   |  |  |  |  |  |  |  |
|  | <b>OVPI MFO 4. Program and Institutional Accreditation Services</b>   |  |   |  |  |  |  |  |  |  |
|  | <b>PI 8.</b> 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* | <b>A 44.</b> 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 |  |  |  |  |  |  |  |
|  |   | <b>A 45.</b> 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  |   |  |  |  |  |  |  |  |
| <b>UMFO 6. GENRAL ADMIN. &amp; SUPPORT</b> |   |  |   |  |  |  |  |  |  |  |
|  | <b>PI 2.</b> Zero percent complaint from clients served   | <b>A 46.</b> Customerly friendly frontline services  | Provides customer friendly frontline services to clients  |  |  |  |  |  |  |  |
|  | <b>PI 3:</b> Additional Outputs   | <b>A 47.</b> 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  |  |  |  |  |  |  |  |



|  |                              |  |  |   |          |   |   |   |   |  |
|--|------------------------------|--|--|---|----------|---|---|---|---|--|
|  |                              | <b>A 48.</b> 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 (200%) | 5 | 5 | 5 | 5 | DFS and CFES   |
|  |                              | Number of documents drafted  | Minutes  | 2 | 6 (200%) | 5 | 5 | 5 | 5 | DFS and CFES   |
|  | <b>Total Over-all Rating</b> | 415.67   |  |   |          |   |   |   |   |  |
|  | <b>Average Rating</b>        | 4.82   |  |   |          |   |   |   |   |  |
|  | <b>Adjectival Rating</b>     | Outstanding  |  |   |          |   |   |   |   |  |
|  |                              |  |  |   |          |   |   |   |   | Comments + Recommendation for Development Purpose:<br>Encourage him to engage into research and extension work. Publish research article in Scopus or indexed journal. |

Evaluated & Rated by:

**ANATOLIO N. POLINAR**

Date: 1/8/24

Recommending Approval

**DENNIS P. PEQUE**

Dean, CFES  
Date: 1/15/24

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs  
Date: 01/29/24

## 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, 2023  | December 31, 2023           | December 31, 2023        | Very Impressive    | Outstanding                     | Submitted grades on time. Entertains the concerns of all advisees and other BSF students during enrollment as being the Focal Person of VSU Online Enrollment Taskforce in the department. |
| 2        | Attends trainings, seminars and workshops.   | Very Impressive | July 1, 2023  | December 31, 2023           | December 31, 2023        | Very Impressive    | Outstanding                     | 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, 2023 | December 31, 2023 | December 31, 2023 | 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, 2023 | December 31, 2023 | December 31, 2023 | 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 : 4.68 (Outstanding) July-December 2023

Aim: To improve the research and extension capability of the faculty

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

Date: July 2023

Target Date: September 2023

First Step:

Require Dr. Mondal to conduct research on insect diversity assessment and natural resources management..

Result:

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

Date: October 2023

Target Date: December 2023

Next Step:

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

Outcome:

Dr. Mondal scientific articles are 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

Conforme:

  
HERNANDO L. MONDAL  
Ratee