SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ART RUSSEL R. FLANDEZ

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.97 x50% = 2.485	
b. Students (50%)		5.00x50%= 2.50	
Total for Instruction	50%	4.985	2.492
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	50%	5.0	2.50
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.992

EQUIVALENT NUMERICAL RATING: 4.992
Add: Additional Points, if any: none
TOTAL NUMERICAL RATING: 4.992

ADJECTIVAL RATING: **OUTSTANDING**

ART RUSSEL R. FLANDEZ
Name of Faculty

ANALYN M. MAZO
Department Head

Recommending Approval:

MA. THERESA P. LORETO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Art Russel R. Flandez**, a faculty member of the **Department of Biological Sciences**, commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period **January to June 2023**.

Approved:

Art Russel R. Flandez	**ANALYN M. MAZO**	**MA. THERESA P. LORETO**
Assistant Professor	Department Head	College Dean
Date: 7/25/23	Date: 7/26/2023	Date: JUL 2 7 2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Q u a	Ef fic	Ti m e	A v er a	Rating	REMARKS (Indicators in percentage should
UMFO 1. ADVANCED EDUCATION SERVICES											
OVPI MFO 2. Graduate Student Management Services											
	PI 4: Total FTE coordinated,	A1. Actual Faculty's FTE	Handles subjects/courses								
	PI 8: Number of graduate	A2. Number of students advised	Acts as academic adviser to								
		A3. Number of students advised on									
		As GAC Chairman	Advises and corrects research outline and								
		AS GAC Member	Advises and corrects research outline and								
		A4. Number of students entertained for	Entertains students seeking								
	PI 9: Number of instructional	A5. Number of on-line ready coursewares	Converts the existing instructional								
		On-line ready courseware	Prepares Instructional module/laboratory								
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie								
		Assessment tools	Prepares assessment tools such as long exam, quizzes,								
		A 6 : Number of on-line course ware reviewed	Submits the course ware duly								
		A 7 : Number of virtual classroom created and	Creates virtual classroom using								
	PI 10. Additional outputs:	A 8. Other outputs implementing the new									
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management Services											
	PI 5: Total FTE, coordinated,	A9. Actual Faculty's FTE	Handles and teaches courses	10	13.55	5	5	5	5.00		Handled assigned courses
		A10. Number of grade sheets	Prepares gradesheet and submits	3	3	5	5	4	4.67		Prepare gradesheets and
		A 11. Number of INC forms with grade	Facilitates students in their								
		A12. Number of trainings attended	Attend mandated trainings	1	3	5	5	5	5.00		Attend required or
		A13. Number of long examinations	Administers and checks long	3	6	5	5	5	5.00		Checked, reviewed,
		A14. Number of quizzes administered	Prepares and checks quizzes for	10	10	5	5	5	5.00		Checked, reviewed, and
		A15. Number of lab reports and term	Checks lab reports and term	8	9	5	5	5	5.00		Checked, reviewed, and
	PI 8: Number of students	A16. Number of students advised:	Acts as academic adviser to	5	10	5	5	5	5.00		Academic adviser to BSBio
		A17. Number of students advised on thesis/									
		As Thesis Adviser	Advises, and corrects research	2	2	5	5	5	5.00		Advised and corrected

		As SRC Chairman / Member	Advises, and corrects research	1	4	5	5	5	5.00	Advised and corrected
		As Lecturer in MarB 198	Advises, and corrects research	5	23	5	5	4	4.67	Provided general advise for
		***A18**. Number of students entertained*	Entertains students consulting on	10	15	5	5	5	5.00	Consultation by students
PI 9: Number of student	**A19**. Number of Student organizations advised	Advises student organizations							
	A20. Number of Student organizations	Assists student organizations in							
PI 10: Number of instructional	A 21 : Number of online courseware developed	Prepares and submits for review							
	On-line ready courseware	Prepares Instructional							
	Supplemental learning resources	Prepares and updates PowerPoint	3	6	5	5	5	5.00	Updated interactive
	Assessment tools	Prepares assessment tools such	4	6	5	5	5	5.00	Prepared assessments and
	A 23 : Number of online courseware reviewed	Submits the courseware duly							
	A 24 : Number of virtual classroom created and	Creates **and updates** virtual	3	3	5	5	5	5.00	Updated virtual classrooms
PI 11. Additional outputs	**A 25**. Number of Additional outputs								
	Program accreditation/evaluation								
	Agency/firm/Industry linkages	Coordinates with potential firms							
	A 26. Other outputs implementing the	1. Review OBE syllabi and IMs as	5	15+	5	5	5	5.00	Reviewed, edited, and
		2. Review TOS as member of	5	15+	5	5	5	5.00	Reviewed TOS for long
		3. Rate applicants as member of	1	8	5	5	5	5.00	Use tool for scoring of new
		4. OBE Syllabi	2	3	5	5	5	5.00	Created and updated OBE
		5. Participation in Dept. Activities	2	5	5	5	5	5.00	Orientation Seminar,

UMFO 3 . RESEARCH SERVICES

PI 1. Number of research	**A27**. Number of research outputs in the last	Conducts research for possible							
PI 2. Number of research	A 28. Number of research outputs completed	Conducts and completes research	2	2	5	5	5	5.00	1. AR project
PI 3. Percentage of research	**A 29**. Percentage of research outputs published	Writes publishable materials out of							
	In refereed int'l journals								
	In refereed nat'l/regional journals								
PI 4. Number of research	A 30. Number of research outputs presented in	Prepares, submits and presents							
	In-house Review		1	1					AR Fishes (study); CRM
	In int'l fora/conferences								
	In nat'l/regional fora/conferences								
PI 5. Percent of research	A 31. Percentage of of research proposals	Prepares research proposals,							
PI 6. Additional outputs*	A 32. No. of research-related awards (research								
	A 33. Number of journal articles/scientific paper	Acts as peer reviewer of journal							
	A 34. Number of UMs submitted to	Prepares and submits application							
	A 35. Other outputs implementing the	1. Attend webinars related to							

UMFO 4. EXTENSION SERVICES

PI 1. Number of active	A 36. Number of active partnerships with LGUs,	Identifies and links with probable							
PI 2. Number of trainees	A 37. Number of trainees weighted by the length	Conducts trainings among							
PI 3. Number of extension	A 38. Number of extension programs/projects	Implementes duly approved							
PI 4. Percentage of	A 39. Percentage of beneficiaries who rated the	Provides quality and relevant							
PI 5. Number of	**A 40** . Number of technical/expert services	Provides the technical and expert							
Research Mentoring	*Research Mentor*								
Peer reviewers/Panelists	*Peer reviewers/Panelists*								
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							
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn.								

		A 43. Other outputs implementing the	Designs extension related								

LIMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

	PI 8. Compliance to all	A 44. Compliance to all requirements of	Ensures that all the QMS core								
		A 45. Compliance to all requirements of the	Prepares required documents and								
		On program accreditations									
		On institutional accreditations									

LIMFO 6. General Admin. & Support Services (GASS)

	PI 2. Zero percent complaint	A 46. Customerly friendly frontline services	Provides customer friendly		Zero % complaint						
	PI 3; Additional Outputs	A 47. Number of /new initiatives introduced	Initiates/introduces improvements								
		A 48. Other outputs implementing the	Designs								
Total Over-all Rating									99.33		
Average Rating									4.97		
Adjectival Rating									Outstanding		

Comments and Recommendations for Development Purpose: Pursue PhD

Evaluated & Rated by:

Recommending Approval

Approved by:

ANALYN M. MAZO
Department Head, DBS
Date:

MA. THERESA P. LORETO
Dean, CAS
Date: JUL 2 7 2023

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 7/27/23

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Art Russel Flandez
Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: July 2023   Target Date: December 2023

First Step:
_____
Pursue graduate program based on the FDP
_____
_____

Result:
_____
To pursue PhD Marine Science
_____
_____

Date: _____   Target Date: _September-December_____

Next Step:
_____

Outcome:

Final Step/Recommendation:

Prepared by:

ANALYN M. MAZO
Unit Head

Conforme:

ART RUSSEL R. FLANDEZ
Assistant Professor IV