


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

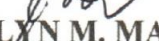
Name of Faculty Member: HUMBERTO R. MONTES Jr.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
6. Instruction			
Head/Dean (50%)		$4.97 \times 50\% = 2.48$	
Students (50%)		$4.5 \times 50\% = 2.25$	
Total for Instruction	70%	4.735	3.314
7. Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research	30%	$5 \times 30\%$	1.5
8. Extension			
Client/Dir. For Extension (50%)			
Dept Head/Center Director (50%)			
Total for Extension			
9. Administration			
10. Production			
TOTAL	100%		4.814

EQUIVALENT NUMERICAL RATING: 4.814
 Add: Additional Points, if any: none
 TOTAL NUMERICAL RATING: 4.814

ADJECTIVAL RATING: OUTSTANDING

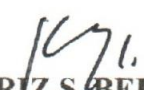

HUMBERTO R. MONTES Jr.
 Name of Faculty


ANALYN M. MAZO
 Department/Head

Recommending Approval:


CANDELARIO L. CALIBO
 Dean/Director

Approved:


BEATRIZ S. BELONIAS
 Vice President

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								
PI 7: Number of academe/industry linkage established	Link with institutions/industries	2	5	5	5	5	5	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							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	Revise lecture guides	1	3	5	5	4.5	4.833333333	
PI 11: Number of OBE compliant syllabus prepared		1	1	5	5	4.5	4.833333333	
PI 12: Additional outputs								
Number of awards/recognitions received by faculty								
Number of seminar/workshop attended	Attend seminars/workshops	3	3	5	5	5	5	
Number of learning materials acquired		1	5	5	5	5	5	

DBS MFO 3. RESEARCH

PI 1: Number of published papers in internationally								
PI 2: Number of research outputs presented in local/regional/national /international fora/conferences	CFES RDE	1	3	5	5	5	5	
PI 3: Number of research project/study conducted	Conduct research	3	3	5	5	5	5	
PI 4: Number of research proposals submitted	Make and submit research proposals	2	2	5	5	5	5	
PI 5: Number of research proposals approved		1		5	5	5	5	
PI 7: Amount of money generated from external funding	FishCORAL	1M	3M	5	5	5	5	
PI 8: Amount of money generated from institutional	VSU RDE	250K	500K	5	5	5	5	
PI 9: Additional outputs								
Number of research related awards (research								
Number of exchange scholars/ researchers/								
Number of research articles submitted for publications								
Number of terminal reports submitted								

DBS MFO 4. Extension services

PI 1: Number of technical/expert services rendered	CRM, PASAR, Wetlands	1	3	5	5	4.5	4.833333333	
PI 2: Number of extension projects/components conducted	CRM, MPA Network, PASAR	1	3	5	5	4.5	5	
PI 4: Amount of money generated from external funding								
PI 5: Amount of money generated from institutional funding	VSU RDE	250K	500K	5	5	5	5	
PI 6: Additional Outputs								
Number of clientele served for identification of specimens as expert in the field								
Number articles reviewed for peer-reviewed journals		1	2	5	5	5	5	

	Number of scientific fora attended as speaker/resource person	Act as resource person	1	1	5	5	5	5	
	Number of scientific fora attended as participant		1	3	5	5	5	5	
DBS MFO 5: Support to operation									
OVPI MFO 1 Faculty Development Services									
	PI 1: Number of faculty pursuing advanced degree								
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 least very satisfactory rating in 50% of the subjects		50%	100%	5	5	5	5	
	PI 3: Number of in-house seminars/trainings/workshops/reviews conducted/attended		2	4	5	5	5	5	
OVPI MFO 4 Program and institutional									
	PI 1: Number of degree programs which passed accreditation/evaluation at least Level 1								
	PI 2: Percentage of degree program compliant with CHED				5	5	5	5	
DBS MFO 6: General Administration and Support									
	PI 1: Zero complaints from clients		100%	100%	5	5	5	5	
	PI 2: Additional outputs								
	Number of management meetings attended	Attend meetings	5	5	5	5	5	5	
	Number of management meetings conducted (DBS holds meeting once a month)	Conduct meetings	5	5	5	5	5	5	
	Number of recommendations made for the approval of the administration to enhance the unit's capabilities and better improve its services								
	Number of requests made for approval by the administration to address some academic/office concerns								
	Number of Purchase Requests made for materials/equipment needed for smooth laboratory and office operation								
	Number of job/letter requests made for the lecture/laboratory rooms and office maintenance								
	PI 7: Number of well maintained laboratory/lecture rooms	Marine laboratory	1	1	5	5	5	5	

Number of well maintained comfort rooms for comfortable use of students, faculty and staff	Marine laboratory	1	2	5	5	5	5	
Number of laboratory specimens properly collected for instructional purposes	Marine Botany	1	20	5	5	5	5	
Number of exam papers properly mimeographed and reproduced on time	Physical and Chemical Oceanography (Lec & Lab); MS TREC 208	1	3	5	5	5	5	
Number of laboratory/lecture guides reproduced on time	Physical and Chemical Oceanography (Lec & Lab); MS TREC 209	1	2	5	5	5	5	
Number of documents acted upon promptly		5	10	5	5	5	5	
Laboratory Services								
Number of laboratory equipment properly maintained as functional	Marine lab equipment & SCUBA gears	5	20	5	5	5	5	
No. of glasswares/equipment dispensed								
No. of glasswares/equipment inventoried/yr								
% of students & faculty served on time during the scheduled lab. classes & with zero complaint								
% of request for reagents prepared & issued during schedule lab. classes								
% specimens collected & prepared before scheduled lab.								
% materials/equipment submitted to the property office after being declared as waste								
Total Over-all Rating							159.00	
Average Rating							4.97	
Adjectival Rating						Outstanding		

Received by:

ANALYN M. MAZO

Department Head

Date: _____

Calibrated by:

CANDELARIO L. CALIBO

College Dean

Date: _____

Approved:

BEATRIZ S. BELONIAS, PhD

Vice Pres. for Instruction

Date: _____

COMMENTS AND SUGGESTIONS:

More publications can be made as outcome of research conducted

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Humberto R. Montes, Jr.

Performance Rating: Outstanding

Aim: To mentor junior faculty

Proposed Interventions to Improve Performance:

Date: June 2019 Target Date: 2020

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.