

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: TEOFANES A. PATINDOL

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)			
b. Students (50%)			
Total for Instruction	60%	4.76	2.86
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	4	0.80
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	-		
4. Administration	20%	4	0.80
5. Production	-		
TOTAL			4.46

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

9.46


ADJECTIVAL RATING:

VERY SATISFACTORY


Prepared by:


TEOFANES A. PATINDOL
Name of Faculty


Reviewed by:


DENNIS P. PEQUE
Department Head

Recommending Approval:


DENNIS P. PEQUE
Dean

Approved:



BEATRIZ S. BELONIAS
Vice President


"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, TEOFANES A. PATINDOL, 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 July to December, 2020


TEOFANES A. PATINDOL
Ratee
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	2.78	4.89/2.78 (175.90%)	5	5	5	5	Fory 229, Fory 269
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	6/2 (300%)	5	5	5	5	Bonganay, Cadiz, Consular, Lor, Soria, Suyom
		A3. Number of students advised on thesis/special problem/dissertation								

		<i>As GAC Chairman</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	3/2 (150%)	5	5	5	5	Bonganay, Cadiz, Lor
		<i>AS GAC Member</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript	3	3/3 (100%)	4	4	4	4	Soria, Suyom, Consular
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	6/3 (150%)	5	5	5	5	Bonganay, Cadiz, Consular, Lor, Soria, Suyom
	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	2/1 (200%)	5	5	5	5	Fory 229, Fory 269
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	1	2/1 (200%)	5	5	5	5	Fory 229, Fory 269
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	3	6/3 (200%)	5	5	5	5	Fory 229, Fory 269
		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets,	3	3/3 (100%)	4	4	4	4	
		<i>A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor</i>	<i>Submits the course ware duly reviewed by TRP for editing by MMDC editor</i>	1	1/1 (100%)	5	5	5	5	Reviewed by DIMRC , Fory 269
		<i>A 7 : Number of virtual classroom created and operational</i>	<i>Creates virtual classroom using either Moddle or Google Classroom</i>	1	2/1 (200%)	5	5	5	5	Fory 229, Fory 269

	<u>PI 10</u> . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	<i>Designs experiential learning activities and other outputs to implement new normal</i>	1	1/1 (100%)					
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	1	N/A					
		<u>A18</u> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	6	9/6 (150%)	5	5	5	5	Jaca, Lora, Lorejas, Mahusay, Malinao, Mantos, Morales, Niño, Pamanian
	<u>PI 9</u> : Number of student organizations advised/ assisted *	<u>A19</u> . Number of Student organizations advised	Advises student organizations recognized by USOO	0						
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0						
	<u>PI 10</u> : Number of instructional materials developed *	<u>A 21</u> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	2	2/2 (100%)	5	5	5	5	Fsci 143 Lec and Lab
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	4	5/4 (125%)	4	4	4	4	Fsci 143 Lec and Lab

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets,	4	4/4 (100%)	4	4	4	4	Fsci 143 Lec and Lab
		A 23 : 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	2/1 (200%)	5	5	5	5	Fsci 143 Lec and Lab - Reviewed by DIMRC
		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 143 Lec and Lab
	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	0	N/A					
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	N/A					
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	0	N/A					
	PI 2. Number of research outputs completed within the	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	0	N/A					

	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	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	0	N/A					
		<i>In refereed int'l journals</i>		0	N/A					
		<i>In refereed nat'l/regional journals</i>		0	N/A					
	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 scientific for a/conferences	0	N/A					
		<i>In int'l fora/conferences</i>		0	N/A					
		<i>In nat'l/regional fora/conferences</i>		0	N/A					
	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	0	4	4	4	4	
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		0						
		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	1	0	4	4	4	4	
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						

		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	0	4	4	4	4	
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension	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	0						
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	0						
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects	0						
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	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	0						
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	0						
	Research Mentoring	Research Mentor		0						

	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>		0						
	<i>Resource Persons</i>	<i>Resource Persons</i>		0						
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>	Provide technical support to Partner peoples organizations in Regions 6 7 8	0						
	<i>Consultancy</i>	<i>Consultant</i>		0						
	<i>Evaluator</i>	<i>Evaluator</i>		0						
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate	0						
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0						
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to	0						
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	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	zero non-conformity	zero non-conformity					
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the	100% compliant	100% compliant					
		On program accreditations		0						
		On institutional accreditations		0						
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	Zero % complaint	Zero % complaint					
	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	0						
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0						
	Total Over-all Rating				93	Comments and recommendation for development purposes: <i>Needs involvement in research and extension.</i>				
	Average Rating				4.65					
	Adjectival Rating				Outstanding					

Evaluated & Rated by:


DENNIS P. PEQUE

Department Head

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: TEOFANES A. PATINDOL

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, 2020	December 31, 2020	December 31, 2020	Impressive	Very Satisfactory	Submitted Syllabus. Entertains the concerns of advisees during enrollment. On WFH arrangement.
2	Attends trainings, seminars and workshops.	Very Impressive	July 1, 2020	December 31, 2020	December 31, 2020	Impressive	Very Satisfactory	Virtual, on WFH
3	Attends meetings and workshops as per instructed by immediate Head.	Very Impressive	July 1, 2020	December 31, 2020	December 31, 2020	Impressive	Very Satisfactory	Attended DFS Faculty meeting regularly
4	Performs other functions such as; CFES Fund Sourcing and Financial Management Chairman and etc.	Very Impressive	July 1, 2020	December 31, 2020	December 31, 2020	Impressive	Very Satisfactory	May ensure that report has been made

*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. Teofanes A. Patindol
Performance Rating : 4.53 (Very Satisfactory) July - December 2020

Aim: To improve research capability of faculty member

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

Date: July 2020

Target Date: September 2020

First Step:

Required Dr. Patindol to conduct research.

Result:

Actively wrote projects proposals.

Date: October 2020

Target Date: December 2020

Next Step:

Submits articles for reviews.


Outcome:

Dr. Patindol has drafted articles related to his study on wildlife resources in Biliran.

Final Step/Recommendation:

Dr. Patindol may write more research proposal especially on the topic wildlife management being his major field of interest. May also develop IMs for the graduate program of forestry.

Prepared by:


DENNIS P. PEQUE
Unit Head

Conforme:


TEOFANES A. PATINDOL
Ratee