

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)
<b>1. Instruction</b>			
a. Head/Dean (50%)		$4.79 \times .50 = 2.40$	
b. Students (50%)		$4.38 \times .50 = 2.19$	
<b>Total for Instruction</b>	<b>55%</b>	<b>4.60</b>	<b>2.53</b>
<b>2. Research</b>			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Research</b>	<b>10%</b>	<b>4.67</b>	<b>0.46</b>
<b>3. Extension</b>			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
<b>Total for Extension</b>	<b>2%</b>		
<b>4. Administration</b>	<b>33%</b>	<b>4.84</b>	<b>1.61</b>
<b>5. Production</b>			
<b>TOTAL</b>	<b>10%</b>		

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.60

ADJECTIVAL RATING:

Outstanding

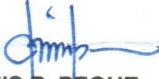
Prepared by:

  
HERNANDO L. MONDAL  
Name of Faculty

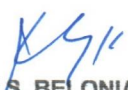
Reviewed by:

  
ANATOLION N. POLINAR  
Department Head

Recommending Approval:

  
DENNIS P. PEQUE  
Dean

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 January to June, 2022.



**HERNANDO L. MONDAL**

Assistant Professor III

Date:

Approved:

**ANATOLIO N. POLINAR**

Department Head

Date:



**DENNIS P. PEQUE**

College Dean

Date: 7/21/2022

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										
	<b>PI 4:</b> Total FTE coordinated, implemented & monitored*	<b>A1.</b> Actual Faculty's FTE	Handles subjects/courses assigned							
	<b>PI 8:</b> Number of graduate students	<b>A2.</b> Number of students advised	Acts as academic adviser to graduate							
		<b>A3.</b> 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							
		<b>A4.</b> Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	<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							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		A 6 : 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 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							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>A9. Total FTE, coordinated, implemented and monitored *</b>	<b>A9. Actual Faculty's FTE</b>	Handles and teaches courses assigned	10	15.25 (152.5%) <u>10</u>	5	5	5	5	FMgt 126 lab and lect, ForE 134 lab and lect
		<b>A10. Number of grade sheets submitted within prescribed period</b>	Prepares gradesheet and submits on or before deadline	2	4(200%) <u>2</u>	5	5	5	5	Midterm and Final
		<b>A11. Number of INC forms with grade submitted within prescribed period</b>	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	2 (200%) <u>1</u>	4.5	4.5	5.0	4.67	Gecomo, Zurita
		<b>A12. Number of trainings attended related to instruction</b>	Attend mandated trainings	0						
		<b>A13. Number of long examinations administered and checked</b>	Administers and checks long examination for subjects taught	2	4 (200%) <u>2</u>	4.5	5	5	4.83	FMgt 126 (Midterm & Final) IForE 134 (Midterm & Final)
		<b>A14. Number of quizzes administered and checked</b>	Prepares and checks quizzes for lec and lab	5	8 (160%) <u>5</u>	4.5	5	5	4.83	Assessments (Fmgt 126 & ForE 134)
		<b>A15. Number of lab reports and term papers checked and graded</b>	Checks lab reports and term papers submitted as required	5	14 (280%) <u>5</u>	5	4.5	4.5	4.67	FMgt 126 and ForE 134 laboratory



	<b>PI 8:</b> Number of students advised: *	<b>A16:</b> Number of students advised:	Acts as academic adviser to students	2	$\frac{9}{2}$ (450%)	5	5	5	5	Napoles, Naul, Paisano, Pagal, Palo, Ordiz, Plenous, Pena, Porazo
		<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	2	$\frac{3}{2}$ (150%)	4.5	4.5	5	4.67	Betita, De Paz, Decena
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	$\frac{10}{2}$ (500%)	5	5	5	5	Tayom, Gamutan, Pialgao, Gales, Zurita, Sudaria, Mediano, Gervacio, Maupoy, Cebrenros
		<b>A18:</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	2	$\frac{4}{2}$ (200%)	4.5	4.5	5	4.67	Fatonial, Decena, De Paz, Betita
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19:</b> Number of Student organizations advised	Advises student organizations recognized by USOO	0						
		<b>A20:</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0						
	<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	$\frac{1}{1}$ (100%)	4.5	4.5	4.5	4.5	ForE 134 exercise 7
		Supplemental learning resource	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	$\frac{4}{3}$ (133.33%)	4.5	4.5	5	4.67	Module 3 & 4 FMgt 126 and ForE 134
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	$\frac{4}{3}$ (133.33%)	4.5	4.5	5	4.67	Midterm and Final exam (FMgt 126 and ForE134)
		<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	0						
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	$\frac{4}{1}$ (400%)	5	5	5	5	FMgt 126 and ForE 134 lab and lect)

	<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	0						
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	1 (100%)	4.5	4.5	4.5	4.47	EDC
		<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	0						
<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	1	1 (100%)	4.5	4.5	5	4.67	
	<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 project within the year	0						
	<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-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		In refereed int'l journals		0						
		In refereed nat'l/regional journals		0						
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences	0						
		In int'l fora/conferences		0						
		In nat'l/regional fora/conferences		0						
	<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	0						
	<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	0						

71.85  
15  
4.79



		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of <del>technology requested out of</del>	0						
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs <del>to implement new normal</del>	0						
<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	<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	0						
	<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 <del>technologies for transfer</del>	0						
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects	0						
	<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	<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	0						
	<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 <del>by beneficiaries</del>							
	Research Mentoring	Research Mentor		0						
	Peer reviewers/Panelists	Peer reviewers/Panelists		0						
	Resource Persons	Resource Persons		0						
	Convenor/Organizer	Convenor/Organizer		0						
	Consultancy	Consultant		0						
	Evaluator	Evaluator		0						
	<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	0						
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0						
		<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	0						
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									

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 under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensure that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	0						
	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	0						
	On program accreditations		0						
	On institutional accreditations		0						
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>									
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	0						
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						
	Attend meeting	CFES, Faculty and Committee meeting	3	9 (300%) 3	5	5	5	5	CFES and DFS meeting
	Number of documents drafted	Minutes	2	9 (450%) 2	5	5	5	5	CFES and DFS meeting
	CAT Proctor		1	3 (300%) 1	4.5	4.5	5	4.67	May 20, 27, and June 3, 2022
	AACCUP Area V		1	1 (100%) 1	4.5	4.5	5	4.67	April 21-22, 2022
<b>Total Over-all Rating</b>	91.19								
<b>Average Rating</b>	4.79								
<b>Adjectival Rating</b>	Outstanding								
									Submit to MMDC for editing the online courseware made for the subjects taught in the previous semesters

Evaluated & Rated by:

**ANATOLIO N. POLINAR**

Department Head

Date:

Recommending Approval

**DENNIS P. PEQUE**

Dean, CFES

Date: 7/29/2022

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Instruction

Date:

19.34  
19  
9 2.15



## 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	January 1, 2022	June 2022	June 30, 2022	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	January 1, 2022	June 2022	June 30, 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	January 1, 2022	June 2022	June 30, 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	January 1, 2022	June 2022	June 30, 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 : 4.60 (Outstanding) January - June 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: January 2022  
First Step:

Target Date: March 2022

Required 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: April 2022  
Next Step:

Target Date: June 2022

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

Conforme:

  
HERNANDO L. MONDAL  
Ratee