

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

July – December 2016

Name of Faculty Member: DR. MARLITO M. BANDE (Associate Professor II)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	30%	2.5	
b. Students (50%)	30%	2.5	
Total for Instruction	60%	5.0	3.00
2. Research			
a. Client/Director for Research (50%)	7.5%	2.5	
b. Department Head/Center Director (50%)	7.5%	2.5	
Total for Research	15%	5.0	0.75
3. Extension			
a. Client/Director for Extension (50%)	10%	2.5	
b. Department Head/Center Director (50%)	10%	2.5	
Total for Extension	20%	5.0	1.00
4. Administrative Support Services	5%	5.5	0.25
TOTAL	100%		5.00

EQUIVALENT NUMERICAL RATING - 5.0

Add: Additional Points, if any -

TOTAL NUMERICAL RATING - 5.0

ADJECTIVAL RATING - Outstanding

Prepared by:

MARLITO M. BANDE
Name of Faculty

Reviewed by:


HUMBERTO R. MONTES, JR.
Department Head

Approved:

EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MARLITO M. BANDE, of the INSTITUTE OF TROPICAL ECOLOGY AND ENVIRONMENTAL MANAGEMENT commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY to DECEMBER, 2016.


MARLITO M. BANDE
Ratee

Approved: HUMBERTO R. MONTES, JR.
Head of Unit

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
MFO 1 - 2: Advanced and Higher Education Services	FTE	Teaches the following courses: SY 2016-17 (1 st Semester)							
		▪ Undergraduate courses (Lec and Lab: Envi. 113; 123)	3.0	7.5	✓	✓	✓	✓	
		▪ Graduate Course (TREC 209)	1.0	2.25	✓	✓	✓	✓	
	Number of Instructional Materials Developed/ Revised and Utilized:								
	▪ New/Revised syllabi	Prepare and revise syllabi of courses handled (Envi 113, Envi 123, TREC 209)	3	3	✓	✓	✓	✓	OBE Format
	Number of Student Research Advising:								
	▪ Approved thesis outline submitted within the prescribed period (SY 2016-17)	MSc. Adviser (MSc. Tropical Ecology MSc. GAC member)	1 2	2 8	✓ ✓	✓ ✓	✓ ✓	✓ ✓	Moreno, Galgo K. Escala, Enriquez, Galgo S., Cascante, Rosales,

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
		BSc. Adviser (BSc. Environmental Management)	3	4	✓	✓	✓	✓	Ducducun, Rosolada, Ongy
		BSc. SRC-Chairman/Member	6	7	✓	✓	✓	✓	Asio, Tulin, Calungsod, Bagaslao
									Manongsong, Cruza, Meneses, Balbuena, Romo, Barrios, Seno
	Student Advising and Consultation Services:								
	<ul style="list-style-type: none"> No. of hours spent for student thesis No. of student-related activities assisted 	Counseling and advising students thesis Tree Planting Coordinator	1 hr. 4hrs	3 hrs. 8 hrs.	✓ ✓	✓ ✓	✓ ✓	✓ ✓	10 MSc. and 11 BSc. students 3 MSc. and 15 BSc. students
	Number of Academe/ Industry Linkage established:	Technical Expert	1	3	✓	✓	✓	✓	KATALA Foundation, RFRI, ELTI
MFO 3: Research Services									
Performance Indicator 1:	Number of Published Papers Submitted:								
	<ul style="list-style-type: none"> In refereed Journals (ITR) for publication 	Corresponding author	1	2	✓	✓	✓	✓	Annals of Tropical Research
	<ul style="list-style-type: none"> Book chapter 	Corresponding author	-	1	✓	✓	✓	✓	The Memory of Water after Haiyan
	<ul style="list-style-type: none"> Field manuals 	Co-author	-	3	✓	✓	✓	✓	A field manual on forest restoration using indigenous species (Modules 1, 2 and 3)

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
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	Number of Research Outputs Submitted: ▪ Reports (Quarterly, Annual/Terminal)	Project/Study Leader	5	15	✓	✓	✓	✓	NRM Project, COCOBOARD and CO ₂ Compensation Project
Performance Indicator 2:	Number of Research Outputs Disseminated or Presented in Fora/ Conferences	Paper presenter and resource person	1	3 (Level 1, 2 & 3)	✓	✓	✓	✓	RDE In-house Review
			1	2 (1 Visayas and 1 Mindanao)	✓	✓	✓	✓	Updating and enhancing the technical capacity of Rainforestation practitioners and trainers
				①					COCOBOARD Project Final Conference
Performance Indicator 3:	Number of research project and/or completed	Study Leader	1	3	✓	✓	✓	✓	COCOBOARD, CO ₂ Compensation, & NRM Phase 1
Performance Indicator 4:	Number of research proposal submitted	Study Leader	1	3	✓	✓	✓	✓	ELTI, NatureLife, CHED, & VSU
Performance Indicator 5:	Number of studies presented	Presenter	1	3	✓	✓	✓	✓	RDE In-house review, COCOBOARD Project Conference, Rain Forest Restoration Initiative Conference)
Performance Indicator 6:	Percentage of research/project proposal approved	Component Study Leader (ELTI, NatureLife and VSU Project Proposal)	100%	100%	✓	✓	✓	✓	VSU

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
Performance Indicator 7:	Amount of money generated from external funding	Study Leader (ELTI and NatureLife)	0.1M	0.3M	✓	✓	✓	✓	ELTI and NatureLife
Performance Indicator 8:	Amount of money generated from internal funding	Project Leader	0.1M	0.25M	✓	✓	✓	✓	Rainforestation Inopacan Project
Performance Indicator 9:	Number of exchange scholars/researchers/visiting professors assisted	Adviser (Erasmus mundus)	1	1					Exchange student from Finland (Tris Aalto)
		Research counterpart	1	5	✓	✓	✓	✓	Hohenheim University, Germany and Yale University, USA
	Number of MOAs signed	Collaborator	1	1					MLGU Pilar, KATALA Foundation
MFO 4: Extension Services									
Performance Indicator 1:	Number of persons-day trained weighted by length of training/workshop:	Resource person	20	30	✓	✓	✓	✓	Rainforestation Training
Performance Indicator 2:	Number of trainings/seminars/workshops served/conducted by levels: Institutional/Local	Resource Person Facilitator	3	3	✓	✓	✓	✓	Rainforestation Training
	% requests for training/seminars responded to within 3 days	Resource Person Facilitator Participant	100%	100%	✓	✓	✓	✓	Rainforestation and Biodiversity Conservation
	Number of Meetings/trainings/orientation/fora/summit attended	Convenor/presider/member/facilitator/participant and Resource Person	4	6	✓	✓	✓	✓	Rainforestation training, Biodiversity Conservation seminar, RDE In-house review, COCOBOARD





































MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
									Project Conference, and Rain Forest Restoration Initiative Conference
	No. of letters/invitations prepared/disseminated to appropriate offices within 5 working days	Signatory Facilitator Invitees	5	6	5	5	5	5	Rainforestation training, Biodiversity Conservation seminar, RDE In-house review, COCOBOARD Project Conference, and Rain Forest Restoration Initiative Conference
Performance Indicator 3:	Number of IEC material produced by type: <ul style="list-style-type: none"> RF field guides Comics/fliers Video 	Co-author	2	250	5	5	5	5	EDC forest restoration field guides
		Reviewer	1	300	5	5	5	5	RFRI Forest restoration comics/fliers
		Resource person	1	10	5	5	5	5	Impact of Rainforestation diffusion
Performance Indicator 4:	Number of beneficiaries served	Technical person	20	174	5	5	5	5	Rainforestation Trainers and adopters

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISH MENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
Performance Indicator 5: Technical Advisory Services	Number of International collaborators, LGUs, NGOs, POs and Councils/Board assisted	Technical Expert and Collaborator	6	12	✓	✓	✓	✓	NatureLife, ERECON, Yale University, ELTI, RFRINDC, LGU Silago, LGU Bacong, LGU Pilar, CSVFA, PRA, MAMACILA, MILALITTRA
	Number of partnerships/ linkages/resource generated established (e.g. MOAs, MOUs)	Collaborator/Technical Expert	1	2	✓	✓	✓	✓	KATALA Foundation, MLGU Pilar
	Number of Rainforestation adopters assisted	Technical Expert/ Collaborator	4	150	✓	✓	✓	✓	RF Adopters in Negros, Leyte, Cebu, Palawan, Aklan, Mindanao
	Number of Rainforestation trainers assisted	Technical Expert	20	174	✓	✓	✓	✓	ELTI-VSU RF trainers alumni
	% requests for critical tech. services responded to within 3 days	Technical Expert/Evaluator	100%	100%	✓	✓	✓	✓	SEARCA, RFRI, ELTI-VSU RF trainers alumni and RF adopters
	% of clients who rated the service as satisfactory or better	Technical Expert/Evaluator	100%	100%	✓	✓	✓	✓	SEARCA, RFRI, ELTI-VSU RF trainers alumni and RF adopters
Performance Indicator 6:	Number of extension projects/components conducted	Project Leader	1	1	✓	✓	✓	✓	NRM-Based extension project
		Component Leader	1	2	✓	✓	✓	✓	SEARCA Project and ITEEM's RF extension project

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
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Performance Indicator 7:	Number of extension project proposal submitted	Project Leader	1	2	✓	✓	✓	✓	NRM Phase II (VSU funded) and ELTI
		Component Leader	1	2	✓	✓	✓	✓	NatureLife and SEARCA
Performance Indicator 8:	Percent of extension proposal submitted		100%	100%	✓	✓	✓	✓	NRM (VSU funded), ELTI and NatureLife
Performance Indicator 9:	Percent of extension proposal approved		100%	100%	✓	✓	✓	✓	NRM (VSU funded), ELTI and NatureLife
Performance Indicator 10:	Amount of money generated from external funding		0.1M	0.3M	✓	✓	✓	✓	ELTI and NatureLife
Performance Indicator 11:	Amount of money generated from institutional funding		0.05 M	0.25M	✓	✓	✓	✓	NRM Phase II
Performance Indicator 12:	Number of extension-related awards	Best Terminated Extension Project – RDE Level 2	1	1	✓	✓	✓	✓	NRM-Based Extension Project Phase I
		Outstanding RDE Paper and Best Paper (Extension Project Category) Level 3-Regional		1	✓	✓	✓	✓	
MFO 5: Support to Operation Services									
Performance Indicator 3:	Number of seminars/trainings/ conventions/workshops coordinated inside the University	Organizer	1	2	✓	✓	✓	✓	Updating and enhancing the technical capacity of Rainforestation practitioners and trainers – Visayas Chapter; Biodiversity Conservation seminar (ViFES)

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISH MENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
Performance Indicator 4:	Number of seminars/trainings/ conventions/workshops coordinated outside the University	Resource person	2	4	✓	✓	✓	✓	Updating and enhancing the technical capacity of Rainforestation practitioners and trainers- Mindanao Chapter, COCOBOARD Final Project conference; Rainforestation Training in Bacong, Negros Oriental and Northern Negros National Park
Performance Indicator 6:	Number of In-house writeshop/reviews conducted/attended	Participant/Presenter	1	1	✓	✓	✓	✓	College activity (CFES) – Level 1
				1	✓	✓	✓	✓	RDE Level 2
				1	✓	✓	✓	✓	RDE Level 3 (Regional)
Performance Indicator 8:	Number of activities organized/attended/assisted/ participated/facilitated	Organizer/Facilitator	1	4	✓	✓	✓	✓	ViFES Tree Planting activity; Farmers cross visits from Mindanao, Inopacan, Pilar, Samar
MFO 6: Administrative Support Services									
Performance Indicator 1:	Number of staff supervised and monitored	Head, Terrestrial Division Project/Study Leader Component Leader	5 1 4	5 5 5	✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓	Terrestrial Division, NRM, COCOBOARD, CO ₂ project, VSU Forest reserve boundary survey

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					Q ¹	E ²	T ³	A ⁴	
Performance Indicator 2:	Meetings attended: <ul style="list-style-type: none"> College and Department UAC Mt. Pangasugan Biodiversity Center NRM Program COCOBOARD Project CO₂ compensation project 	Faculty Member	6	6	✓	✓	✓	✓	University, CFES, ITEEM, UAC, Project related Meetings
		Chairman	1	1	✓	✓	✓	✓	
			2	2	✓	✓	✓	✓	
		Project Leader	2	6	✓	✓	✓	✓	
		Study Leader	2	6	✓	✓	✓	✓	
		Study Leader	1	6	✓	✓	✓	✓	
Performance Indicator 3:	Number of applicants evaluated (CFES and ITEEM)	Personnel Committee Member	1	3	✓	✓	✓	✓	Instructor, Agricultural Technician, Science Research Aide (ITEEM)
	No. of progress reports prepared, retrieved, consolidated & submitted	Project/Study Leader	5	12	✓	✓	✓	✓	COCOBOARD and CO ₂ Compensation Project, NRM, ELTI-VSU, RF extension project, RF proceedings
Performance Indicator 6:	Area of demonstration and nature park maintained	Supervisor	20 has	30.5 has	✓	✓	✓	✓	VSU Nature Park; Rainforestation Research and Training Center; Dipterocarp Germplasm and Agroecological Production Demonstration farms
Performance Indicator 7:	No. of laboratory equipment purchased	Laboratory Instructor/Faculty (Envi. 113; Envi. 118, Envi. 123, TREC 208, TREC 209, TREC 206)	1	1 3	✓ ✓	✓ ✓	✓ ✓	✓ ✓	Oven Electric fan
Performance Indicator 8:	No. of office/training facilities maintained • RDE Office	Supervisor	1	1	✓	✓	✓	✓	Terrestrial

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					Q ¹	E ²	T ³	A ⁴	
	<ul style="list-style-type: none"> • Rainforestation Training Center • Screen House • Germination Shed House • Bagging Shed 		1 1 1 1	1 1 1 1	   	   	   	   	Ecosystems Division
Performance Indicator 9:	No. of college/department committees chaired and member	University Committee <ul style="list-style-type: none"> • Chairman • Member College <ul style="list-style-type: none"> • Member Department Level <ul style="list-style-type: none"> • Chairman • Member 	1 2	1 2 1 4 3	 	 	 	 	Mt. Pangasugan Biodiversity Center, Land-Use, Tree Conservation and Management (University) RDE RDE, IEC and Publication, Guidance facilitator, Communicator, Personnel, Graduate admission, Curriculum, Instructional and Material Development
Performance Indicator 11:	% of apparatus/equipment maintained	MR	100%	100%					CP, Data logger, Oven
Performance Indicator 13:	Zero percent complaint from clients serve	Technical experts	100%	100%					
Performance Indicator 14:	Best practices/new initiatives implemented	Supervisor	1	2					Propagation techniques of rare and native plants; development of climate resilient

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
									agroecological production system
TOTAL OVER-ALL RATING					390	390	390	390	

Average Rating (Total Over-all rating divided by 4)		25.0
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		5.0
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

Received by:

TERESITA L. QUIÑANOLA
PLANNING OFFICE

DATE

Calibrated by:

REMBERTO A. PATINDOL
PMT

DATE

Recommending Approval:

MARTIN S. BEVONIA
VICE-PRESIDENT

DATE

Approved:

EDGARDO E. TULIN
PRESIDENT

DATE

1 - quality

2 - Efficiency

3 - Timeliness

4 - Average