

Exhibit K

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%)		4.91x50% = 2.455	
b. Students (50%)		5.0x50%= 2.5	
Total for Instruction	50%	4.955	2.477
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	50%	5	2.5
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.977

EQUIVALENT NUMERICAL RATING: 4.977
 Add: Additional Points, if any: none
 TOTAL NUMERICAL RATING: 4.977

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


"Exhibit B"

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 targets in accordance with the indicated measures for the period **July to December 2021**.


Art Russel R. Flandez
 Assistant Professor III
 Date: *March 7, 2022*

Approved:


ANALYN M. MAZO
 Department Head
 Date: *3/8/2022*


MA. THERESA P. LORETO
 College Dean
 Date: *3/8/2022*

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										
OVPI MFO 2. Graduate Student Management Services										
	<u>PI 10</u> . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>								
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<u>PI 5</u> : Total FTE, coordinated,	<u>A9</u> . Actual Faculty's FTE	<i>Handles and teaches courses</i>	3	17.75	5	5	4	4.67	Handled Biol152 Lec and Lab, MarB117 Lec&Lab and
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	3	5	5	4	4.67	Grades for Biol 152, Biol 200, MarB 117, and Zool 11
		<u>A 11</u> . Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	2	5	5	5	5.00	For students with INC grades
		<u>A14</u> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	28	5	5	4	4.67	Checked, reviewed, and recorded individual (digital) assignments or quizzes for Biol 152, MarB 117, and Zool 11

		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	19	5	5	4	4.67	Checked, reviewed, and recorded individual (digital) assignments or quizzes for Biol 152 and MarB 117
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	10	17	5	4	5	4.67	Academic adviser to BSBio and BSMB students
		As Thesis Adviser	Advises, and corrects research outline and thesis/SP manuscript	2	6	5	5	5	5.00	1. Agbisit RT 2. Bertulfo MA 3. Laude J 4. Diocton JV 5. Manigo K 6. Joyo
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5.00	1. Carungay 2. Tupaz
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	17	5	5	5	5.00	Consultation by students thru email, messenger, VSUEE forum discussion
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USSO							
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	PI 10: Number of instructional materials developed *	A 21: Number of online courseware 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							
		Supplemental learning resources	Prepares and updates Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	12	5	5	5	5.00	Prepared interactive eLearning materials for online classes

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	27	5	5	5	5.00	Assessments embedded within interactive learning module: Zool11=10; MarB117=7; Biol152=5; + exam for deferred/INC students=2; long exam=3
		A 23 : Number of online courseware reviewed by TRP & edited by MMDC editor	Submits the courseware duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates and updates virtual classroom using either Moodle or Google Classroom	1	3	5	5	5	5.00	Created and updated Virtual Classrooms in Biol152, MarB117, and Zool 11; Backup sites for eLearning sites (e3pz.com)
	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	1	1	5	5	4	4.67	Prepared survey for Graduate Tracer Study for compliance to AACUP
		A 26. Other outputs implementing the new normal due to covid 19	1. Reviewed OBE syllabi and IMs as Member of DIMRC	1	1	5	5	5	5.00	Reviewed, edited, and checked formatting of DBS IMs
			2. Reviewed TOS as Member of DIMRC	1	10	5	5	5	5.00	Reviewed TOS for long exams
			3. Attended webinars related to blended learning, online learning, etc.	2	4	5	5	5	5.00	(recorded webinars:) iSpring and eLearning Guild; Faculty on-boarding; Graduate School on-boarding; IPR awareness seminar
			4. Collated applicant ratings using an improvised rating tool*	1	1	5	5	5	5.00	Tool used during scoring of new applicants*
			Resource person for DBS-OJT Students (Biol 200)	1	2	5	5	5	5.00	1 = Basics in Data Mgt. 2 = Creation of eLearning Materials

UMFO 3 . RESEARCH SERVICES										
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	2	on going	5	5	5	5.00	CHED, River research project to be completed
	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							
		In-house Review		1	1	5	5	5	5.00	Contributed for report in Annual In-House Review
		In int'l fora/conferences								
		In nat'l/regional fora/conferences	Co-author of paper orally presented in PAMS16	1	1	5	5	5	5.00	As co-author of oral presentation presented in PAMS16
		A 35. Other outputs implementing the new normal due to covid 19	1. Attend webinars related to research	1	1	5	5	5	5.00	PAMS16 webinar
UMFO 4. EXTENSION SERVICES										
	Resource Persons									
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 under ISO 9001:2015*	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							
		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							
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		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							

		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	Total Over-all Rating								108.00	
	Average Rating								4.91	
	Adjectival Rating								Outstanding	

Comments & Recommendations for Development Purpose: Needs to publish important findings in research. He also needs to pursue his PhD

Evaluated & Rated by:


ANALYN M. MAZO

Department Head, DBS

Date: *March 7, 2022*

Recommending Approval


MA. THERESA P. LORETO

Dean, CAS

Date: *3/8/2022*

Approved by:


BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *3/11/2022*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Art Russel Flandez

Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2021 Target Date: August 2022

First Step:

Pursue graduate program based on the FDP

Result:

To pursue PhD Marine Biology (Fish Ecology)

Date: _____ Target Date: September-December 2022

Next Step:

Look for possible University and scholarship

Outcome:

Possible university is UP-MSI but can also try universities abroad

Final Step/Recommendation:

Fast Track Application

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


ART RUSSEL R. FLANDEZ
Assistant Professor III