

## 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)
6. Instruction			
q. Head/Dean (50%)		$4.94 \times 50\% = 2.47$	
r. Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	50%	4.97	2.485
7. Research			
q. Client/Dir. for Research (50%)			
r. Dept. Head/Center Director (50%)			
Total for Research	45%	$4.932 \times 45\%$	2.2194
8. Extension			
s. Client/Dir. For Extension (50%)			
t. Dept Head/Center Director (50%)			
Total for Extension	5%	$5 \times 5\%$	0.25
9. Administration			
10. Production			
TOTAL	100%		4.9544

EQUIVALENT NUMERICAL RATING: 4.9544

Add: Additional Points, if any: none

TOTAL NUMERICAL RATING: 4.9544

ADJECTIVAL RATING:

**OUTSTANDING**

  
**ART RUSSEL R. FLANDEZ**

Name of Faculty

  
**ANALYN M. MAZO**

Department Head

Recommending Approval:

  
**CANDELARIO L. CALIBO**

Dean/Director

Approved:

  
**BEATRIZ S. BELONIAS**

Vice President

**"Exhibit B"**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, ART RUSSEL R. FLANDEZ, of the Department of Biological Sciences 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 2020.

ART RUSSEL R. FLANDEZ

Ratee

Approved:

ANALYN M. MAZO

Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
1: Advanced Education Services									
DBS MFO 1. Graduate Degree Program									
DBS MFO 2. Graduate Student									
UMFO 2. Higher Education Services									
DBS MFO 1. Curriculum Program									
	PI 1: Total FTE monitored	To handle the subjects: Biol 152 Lec, Biol 152 Lab, Zool21 Lec	3	3	5	5	5	5.00	Taught undergraduate courses: Biol 152 Lec and Lab, and Zool 21 Lecture
	PI 8: Number of students advised for their academic and thesis concerns	To serve as academic and thesis adviser and SRC Member of BSBio Students	2	2	5	5	5	5.00	Thesis adviser of Agbisit, Richard Thomas and Bertulfo, Michole
	PI 11: Number of instructional materials developed/revised	To revised and update IMs (PowerPoint presentations) in Biol 152 and Zool 21	10	15	5	5	4.5	4.83	Revised PowerPoint presentations in Zool 21 and Biol 152;
	a. OBE - compliant syllabi	To prepare an OBE-compliant syllabus based on the newly released CHED CMO no. 46 (BS Marine Biology) and CMO no. 49 (BS Biology)	1	2	5	5	4.5	4.83	Prepared 2 versions of OBE-compliant syllabus in Biol 152 / MarB 124 based on the newly released CHED CMO no. 46 (BS Marine Biology) and CMO no. 49 (BS Biology)
	b. Teaching guides/Student	To revise laboratory	1	1	5	5	4.5	4.83	Revised laboratory manual (minor



	guides/Laboratory Manuals	manuals							revision) in Biol 152
	c. Complete sets of teacher-developed audio-visual materials (powerpoints, videos, computer games, etc)	To create and compile complete sets of audio-visual materials (PPTs, videos, etc.) for class use	1	2	5	5	5	5.00	Two (2) complete sets of teaching materials for Biol 152 and Zool 21 for class use
<b>DBS MFO 3. RESEARCH</b>									
<b>DBS MFO 4. Extension services</b>									
	PI 2: Number of research outputs presented in local/regional/national/international fora/conferences	To present research outputs in scientific conferences	2	4	5	5	4.5	4.83	CHED-DARE TO; AR Monitoring; CRM; VSU Waters (Meiofauna); FishCoral Project
	PI 3: Number of research project/study conducted and/or completed on schedule	To conduct research projects: marine science studies	2	5	5	5	5 <del>4.5</del>	<del>4.83</del> 5	Conducted research: 1. Fishes (FishCORAL project); 2. Reef Fishes in Camotes and Cuatro Islands (CHED-DARE TO project); 3. Monitoring of Fishes in Artificial Reefs in the 5th District of Leyte Assessment;  Completed: 1. Benthic meiofauna as indicators of ecological quality (VSU waters project); 2. Freshwater fishes (River project)
	PI 5: Number of research project proposals approved	To conduct approved research projects	2	3	5	5	5	5.00	Approved research studies (FishCORAL, CHED, AR/CRM)
	Number of research related awards (research conducted by student or student with faculty)		0	1	5	5	5	5.00	Finalist, Best Poster for Inter-agency RDE Symposium: ViCARP and RRDEN;
	Number of seminars/workshops/trainings attended	To attend seminars/workshops/trainings	2	7	5	5	5	5.00	1. HRMIS Training 2. Google Classroom Training 3. 13th International Kuroshio Science Symposium


									4. OBE in the 4th Industrial Revolution 5. 51st Annual FIMFS Convention 6. Inter-agency RDE Symposium 7. RDE In-House Review
<b>DBS MFO 4. Extension services</b>									
	Number of scientific fora attended as speaker/resource person		2	6	5	5	5	5.00	1. Basics in Data Management and Introduction to Open Source Software for Researchers (Resource Person) 2. 13th International Kuroshio Science Symposium 3. FishCoral Validation (Resource Person) 4. Inter-agency RDE Symposium (Poster Presenter) 5. RDE In-House Review (Oral Presenter) 6. 51st Annual FIMFS Convention (Oral Presenter)
<b>Total Over-all Rating</b>								64.17	

Average Rating (Total Over-all rating divided by 4)		4.94
Additional Points:		
Approved Additional points (with copy of approval)	NA	
FINAL RATING		4.94
ADJECTIVAL RATING		OUTSTANDING

**Comments & Recommendations  
for Development Purpose:**

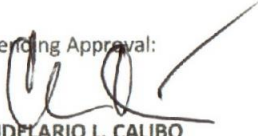
*Publish research outputs.*

Evaluated & Rated by:

  
ANALYN M. MAZO  
Dep./Unit Head

Date: \_\_\_\_\_

Recommending Approval:

  
CANDELARIO L. CALIBO  
Dean/Director

Date: \_\_\_\_\_

Approved by:

  
BEATRIZ S. BELONIAS  
Vice President

Date: \_\_\_\_\_

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Art Russel Flandez

Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2019      Target Date: 2020

First Step:

Pursue graduate program based on the FDP

Result:

To pursue PhD Marine Science / Biology

Date: \_\_\_\_\_ Target Date: September-December \_\_\_\_\_

Next Step:

Look for possible University


Outcome:

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

Final Step/Recommendation:

\_Look for possible scholarship

Prepared by:

  
ANALYN M. MAZO  
Unit Head

Conforme

  
**ART RUSSEL R. FLANDEZ**  
Assistant Professor III