

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **Patindol, James A.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		$5.0 \times 50\% = 2.5$	
Students (50%)		$5.00 \times 50\% = 2.5$	
TOTAL for Instruction	25%	$5.0 \times 0.25 =$	1.25
Research	50%	$5.0 \times 0.50 =$	2.5
Extension	20%	$5.0 \times 0.20 =$	1.00
Administration	5%	$5.0 \times 0.05 =$	0.25
TOTAL			<b>5.00</b>

EQUIVALENT NUMERICAL RATING: 5.00

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **5.00**

ADJECTIVAL RATING: **Outstanding**

Prepared by:

**PRECILA C. BELMONTE**  
Temp. Administrative Officer

12/9/24

Reviewed by:

**MARLON M. TAMBIS/ALAN B. LORETO**  
Assistant Director/Director

12/10/24

Approved:

**SANTIAGO T. PEÑA JR.**  
VP for Research Extension & Innovation

**"Exhibit B"**



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

I, JAMES A. PATINDOL, of PhilRootcrops commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period Jan 1, 2024 to June 30, 2024.

JAMES A. PATINDOL

Ratee

12/9/24

Approved:

MARLON M. TAMBIS/ ALAN B. LORETO

Asst. Director/ Director

12/10/24

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>	
<b>MFO 1. Advanced &amp; Higher Education Services</b>	FTE • Courses taught	Handles Chemistry undergraduate course per semester	2 lectures or 2 labs	1. Taught Chem 132n (2 sections, 87 students); and Chem 209 (3 students)					
		Prepares syllabus and teaching materials	2 courses	2. Prepared syllabus and teaching materials for Chem 132n, and Chem 209 and updated its content in the VSUEE virtual classroom.	5	5	5	5	
	• Number of students served as SRA Member and /or Chairman	Advises/guides students on thesis concerns	1 Undergraduate 1 Senior High	3. Advised 5 BS Chem and 1 BSFT thesis students in the preparation of their research proposals					
		Corrects thesis outlines and manuscripts as: Member Adviser	1 Undergraduate	4. Served as research committee member for 2 BS Chem thesis student					
<b>MFO 2. Research Services</b>	• Research projects conducted/implemented	Implements/conducts research projects	2 projects	1. Collected related literature (100+ journal articles) re cultivation, processing and utilization of elephant foot yam	5	5	5	5	
	• Prepared scientific paper and poster for publication or presentation in scientific	Submit reports to funding agencies/ review committees	1 scientific paper or 1 scientific poster						



	meetings			<p>tropical root and tubers crops.</p> <p>2. Submitted and received funding for a research proposal re: structural features of starch and non-starch polysaccharides from NSIC cassava varieties</p> <p>3. Finished Topic Outline for a review paper re: utilization of aroid polysaccharides as pharmaceutical excipients</p> <p>4. Co-wrote one paper for publication in ATR</p> <p>5. Prepared samples and procured supplies for internationalization study.</p>					
<b>MFO 3. Extension Services</b>	<ul style="list-style-type: none"> <li>Number of outreach activities re: root crops processing and utilization spearheaded or participated in</li> </ul>	<p>As resource person</p> <p>As participant</p>	<p>2</p> <p>2</p>	<p>1. Attended to 'educational tour' guests from Switzerland, USA, NVSU, DA-Caraga Region, Bethany School, FCIC, VSU-Isabel, California private food processor, ADB Officer, Tarsier Consortium, Bunga women food processors, ATI-Mindoro farm school, and University of San Carlos students who visited the center.</p> <p>2. Participated in RIRDEAAP Research and Planning Workshop (root crops)</p> <p>3. Served as resource person in the PSHS Writing and Publishing Research</p> <p>4. Participated in CAS Curriculum and Instruction Review</p> <p>5. Participated in GS Curriculum and Instruction Review</p>	f	5	5	5	

				6. Served as reviewer for VSU Internationalization Research Program projects 7. Served as Validator for RiRDEAP Program of Region VIII					
<b>MFO 4. Production Services (Resource Generation)</b>									
<b>MFO 5. Administrative or other functions/ duties assigned by the University</b>	<ul style="list-style-type: none"> <li>Number of meetings presided or attended</li> <li>Number of ad hoc or special committees chaired or membered</li> </ul>	As chair or as member  As chair or as member	1  1	1. Designated as OIC of the center (35 times from Jul to Dec) in the absence of the assistant director and director, and of DoPAC in the absence of the department head  2. Assigned as one of the lead convenors of the Centennial Alumni Homecoming  3. Served as head of the central analytical services laboratory (CASL)	5	5	5	5	
<b>Total Overall Rating</b>									

<b>Average Rating (Total Over-all rating divided by 4)</b>		
<b>Additional Points:</b>		

Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		5.00
ADJECTIVAL RATING		Outstanding

**Comments & Recommendations for Development Purpose:**

Submit proposal for funding.

Evaluated & Rated by:

MARLON M. TAMBIS/ALAN B. LORETO

Asst. Director/Director, PhilRootcrops

Date: 12/10/24

Recommending Approval:

IVY C. EMNACE

Director for Research

Date: 12/11/24

Approved by:

SANTIAGO T. PEÑA

VP for Research, Extension  
And Innovation

Date: 12/11/24

- 1 – Quality
- 2 – Efficiency
- 3 – Timeliness
- 4 – Average



# PERFORMANCE MONITORING & COACHING JOURNAL

X	1 <sup>st</sup>	Q U A R T E R
X	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4 <sup>th</sup>	

Name of Office: **PhilRootcrops**



Head of Office: **Prof. Alan B. Loreto/Marion M. Tambis**

Name of Personnel: **JAMES A. PATINDOL** 

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	One-on-one discussion on potential projects and university's concerns	PRDC meeting for group discussion on issues arising and planning; February 10, April 29, and June 6  Planning workshop within the Center; June 18	Issuance of notice of meeting		Attendance to PRDC and Committee Meetings
Coaching A. Research projects	Evaluation of research proposal for submission to funding agencies	Group coaching during PRDC Meetings and small group meetings			Concept proposal prepared and submitted

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

   
**MARLON M. TAMBIS / ALAN B. LORETO**  
Assistant Director / Director



**EMPLOYEE DEVELOPMENT PLAN**Name of Employee: **JAMES A. PATINDOL**

Performance Rating:

Aim: To prepare research proposals  
To perform instruction function  
To come up with approved proposals for funding and implementation

Proposed Interventions to Improve Performance:

Date: Jan. 1, 2024Target Date June 30, 2024

First Step:

- 
- Prepares proposals for review and funding
  - Attends related trainings for capability build-up (research management, proposal preparation, writing scientific publications)
  - Attends related trainings for capability build-up (leadership, management / administration) and other related trainings
  - Conducts meetings with research assistants/ aides and laborers
  -

Result:

- 
- Implemented the scheduled activities of the research projects
  - Prepared and submitted proposals for review
  - Attended capability build-up trainings
  - Served as instructor at Department of Applied Chemistry
  - Performed administrative function (Director for innovation)
- 

Date: July. 1, 2024Target Date December 31, 2024

Next Step:

- Follow-up the submitted proposals
- Attends capability build-up trainings
- Attend one-on-one mentoring with supervisors

Outcome:

- Approved Research projects implemented
- Instructor to Chemistry students
- Enhanced capability in research management, proposal preparation and publication writing.

Final Step/Recommendation:

- To exceed the current performance; to submit proposals and continue doing four-fold functions of instruction, research, extension and production.

- To attend trainings on research management and implementation, writing scientific publications, etc.

Prepared by:

   
**MARLON M. TAMBIS/ALAN B. LORETO**  
Assistant Director/Director

Conforme:

  
**JAMES A. PATINDOL**  
Name of Ratee / Faculty/Staff





**TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING**

First Semester SY 2023-2024

Name of faculty: PATINDOL, JAMES A.

Department: Dept. of Pure and Applied Chemistry

College: College of Arts and Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
Chem 132n	BIOCHEMISTRY FOR NURSES (Lecture)	LEC	5.00	Outstanding	100.0%
Chem 132n	BIOCHEMISTRY FOR NURSES (Lecture)	LEC	5.00	Outstanding	100.0%
CHEM209	ORGANIC CHEMISTRY	LEC	5.00	Outstanding	100.0%
Average Rating			5.00	Outstanding	100.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: April 24, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: April 24, 2024

Received by:

PATINDOL, JAMES A.

Name and Signature of Faculty

Date: May 20, 2024

Distribution of copies: ODIE, College, Department, Faculty

**Vision:**

A globally competitive university for science, technology, and environmental conservation.

**Mission:**

Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.