

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 (2 x 3)
1. Instruction			
a. Head (50%)		2.485	1.2425
b. Students (50%)		2.48	1.24
TOTAL for Instruction	50%		
2. Research	45%	5	2.25
3. Extension	5%	5	0.25
TOTAL RATING			4.983

EQUIVALENT NUMERICAL RATING: 4.983

Add: Additional Points, if any:

TOTAL NUMERICAL RATING 4.983

ADJECTIVAL RATING: OUTSTANDING

Prepared by:



**ART RUSSEL R. FLANDEZ**  
Name of Faculty

Reviewed by:



**ANALYN M. MAZO**  
Head

Recommending Approval:



**CANDELARIO L. CALIBO**  
CAS, Dean

Approved:



**BEATRIZ S. BELONIAS**  
Vice President

DATE	DESCRIPTION	AMOUNT	CHECK NO.
1/15/20	...	...	...
1/20/20	...	...	...
1/25/20	...	...	...
2/1/20	...	...	...
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Visayas State University  
DEPARTMENT OF BIOLOGICAL SCIENCES

Visca, Baybay City, Leyte

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

I, **ART RUSSEL R. FLANDEZ**, Assistant Professor II, 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 2018.

**ART RUSSEL R. FLANDEZ**

Assistant Professor II, DBS

Date: 13 Feb 2019

**ANALYN M. MAZO**

Head, DBS

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

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
<b>UMFO</b>	<b>1: Advanced Education Services</b>									
	<b>DBS MFO 1. Graduate Degree Program</b>									
	<b>DBS MFO 2. Graduate Student</b>									
	<b>UMFO 2. Higher Education Services</b>									
	<b>DBS MFO 1. Curriculum Program</b>									
	PI 1: Total FTE monitored	To teach undergraduate courses: Biol 152 Lec and Lab, Ecol 152 Lec and Lab	10	22.50	5	5	4.5	4.83	Taught undergraduate courses: Biol 152 Lec and Lab, Ecol 152 Lec and Lab	
	PI 8: Number of students advised for their academic and thesis concerns	To serve as academic adviser for BS Biology students, served as thesis adviser and SRC member/chairman for BS Biology major in Marine Biology	10	49	5	5	4.5	4.83	Served as Academic Adviser for 34 BS Bio students; and Thesis adviser for 9 students: Recosana, Sacro, Duclayan, Fernandez, Cabahug, Ayod, Lozada; Agbisit & Bertulfo; SRC Chair: Dela Rama, Itumay, Puray, Perfectua (4) SRC Member: Royo, Alonso (2)	

	PI 9: Number of student organizations advised								Served as OBIOS adviser with Ms. Eunice Kenee Serifo (>100 undergraduate students)
	PI 10: Number of instructional materials developed/revised	To revised and update IMs (PowerPoint presentations, Lecture Guide, Lab Manual); To develop new IMs (ppt)	10	19	5	5	5	5.00	Revised (updated) PowerPoint presentations in Biol 152 and Ecol 152;
	PI 10: Number of online instructional materials developed, updated, and maintained	To update and maintain a fully functional support site for courses taught (Biol 152, Ecol 152)							Updated and maintained a fully functional support site for courses taught for Biol 152 Lec and Lab, and Ecol 152: <a href="https://biol-lounge.blogspot.com">https://biol-lounge.blogspot.com</a>
<b>DBS MFO 3. RESEARCH</b>									
	<i>In nat'l fora/conferences</i>	To present research output in FIMFS (as author or co-author)	1	1	5	5	5	5.00	Presented in the Oral Presentation for 50th FIMFS at Silliman University
	<i>In reg'l fora/conferences</i>	To present research outputs in Inter-agency RDE review	1	1	5	5	5	5.00	Presented 1 study (finalist, poster) for the Inter-agency RDE symposium
	<i>In institutional fora/conferences</i>	To present research outputs in In-House RDE review	1	3	4.5	5	5	4.83	Presented 3 research studies (oral presentation) in the in-house RDE (VSU water resource project, river project, AR project);
	PI 3. Number of research project/study conducted	To conduct research on Reef Fishes and Large Marine Vertebrates in Camotes and Cuatro Islands (CHED-DARE TO project); Monitoring of Fishes in Artificial Reefs in the 5th District of Leyte Assessment; Benthic meiofauna studies (VSU Water Resources Project); and Freshwater fishes in major rivers of Leyte	2	4	5	4.5	5	4.83	Conducted research on Reef Fishes and Large Marine Vertebrates in Camotes and Cuatro Islands (CHED-DARE TO project); Monitoring of Fishes in Artificial Reefs in the 5th District of Leyte Assessment; Benthic meiofauna studies (VSU Water Resources Project); and Freshwater fishes in major rivers of Leyte
	PI 4: Number of research proposals submitted	1. Biliran Biodiversity Project (DOST)* 2. Fish-Coral Project*	1	2	5	5	5	5.00	2 New projects*

	PI 5: Number of research proposals approved	1. Biliran Biodiversity Project (DOST)* 2. Fish-Coral Project*	1	2	5	5	5	5.00	2 New projects*
	Number of research articles submitted for publication	To submit and revise research article for publication	1	2	5	5	5	5.00	Continued revising research articles for submission to peer-reviewed journal (AR fishes and Cuatro Islas fishes)
	Number of exchange scholars/researchers/visiting professors assisted	Assist visiting professors for potential collaboration	1	2	5	5	5	5.00	Assisted Prof. dr Bart Braeckman (UGent) and Prof. dr. Ludwig Triest (VUB) in their visits at VSU for potential collaboration with DBS / VSU
<b>DBS MFO 4. Extension services</b>									
	PI 2: Number of extension projects/components conducted	To conduct extension programs and activities	1	1	5	5	5	5.00	Conducted CRM extension component (study leader);
	Number of scientific fora attended as speaker/resource person	To serve as resource speaker for science fair	1	1	5	5	5	5.00	1. Served as Resource Speaker for 2018 Division Science Fair (Bato School of Fisheries (October 2018)
	Number of seminars/ workshops/ trainings attended	Attend seminars, workshops, trainings	2	8	5	5	5	5.00	1. PCAARD-SERDA Seminar Series 2. Echo-Seminar onn OBE (ASSERT) 3. Echo-Seminar on STS 4. Seminar on Ageing by Prof. Braeckman 5. Seminar on the Use of Lab Animals 6. Seminar on Fragmented Aquatic Plant Populations by Prof. Triest 7. RDE In House Review 8. RDE Inter-agency Review
<b>DBS MFO 5. Support to operation</b>									
<b>OVPI MFO 1 Faculty Development Services</b>									
	PI 4: % of documents gathered and compiled for Institutional Accreditation	To gather and compile documents for RQAT	100%	100%	5	5	4.5	4.83	Assisted in the gathering and compiling of documents for RQAT Evaluation (Instructional Standards) - July 2018
<b>DBS MFO 6: General Administration and Support</b>									
Total Over-all Rating								74.17	
Average Rating								4.94	
Adjectival Rating									OUTSTANDING


Evaluated & Rated by:

  
ANALYN M. MAZO  
Department Head

Recommending/Approval:

  
CANDELARIO L. CALIBO  
College Dean

Approved:

  
BEATRIZ S. BELONIAS  
Vice President for Instruction

Comments and Suggestions:

*Pursue graduate studies based on SDP; more publications.*

### EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Art Russel Flandez  
Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2018      Target Date: 2019

First Step:

Pursue graduate program based on the FDP

Result:

To pursue PhD Marine Science

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

Next Step:

Look for possible University

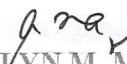
Outcome:

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  
Ratee



  
STATE OF TEXAS  
 3/11/11