

EXHIBIT J

Summary of Individual Ratings of Faculty Members with Multiple Functions

Name of Office INSTITUTE OF TROPICAL ECOLOGY AND ENVIRONMENTAL
MANAGEMENT (ITEEM)

Name of Faculty Member MARLITO M. BANDE

PROGRAM INVOLVEMENT (1)	PERCENTAGE WEIGHT OF INVOLVEMENT (2)	NUMERICAL RATING (RATING x %) (3)	EQUIVALENT NUMERICAL RATING (2 x 3)
1. Instruction			
a. Head/Dean (50%)	30	2.34	
b. Students (50%)	30	2.5	
TOTAL	60	4.84	2.9
2. Research	15	5	0.75
3. Extension	15	5	0.75
4. Administration	5	5	0.25
5. Production	5	5	0.25
TOTAL	100		4.9

EQUIVALENT NUMERICAL RATING : 4.9

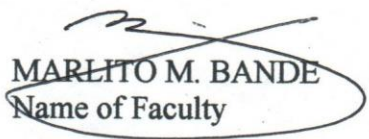
Add: Additional Points, if any : _____

TOTAL NUMERICAL RATING : _____

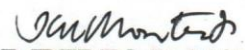
FINAL NUMERICAL RATING : 4.9

ADJECTIVAL RATING : Outstanding

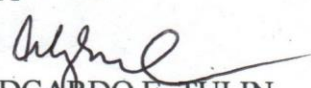
Prepared by:


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, 2017.

MARLITO M. BANDE
Ratee

Humberto R. Montes, Jr.
Approved: **HUMBERTO R. MONTES, JR.**
Head of Unit

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q1	E2	T3	A4	
MFO 1 - 2: Advanced and Higher Education Services	FTE	Teaches the following courses: SY 2016-17 (2nd Semester) - Undergraduate courses - Envi. 113 (Lec/Lab) - Envi 123 (Lec) - Graduate Course (TREC 209)	3.0 1.0	5.75 1.10 7.25	5 4 5	5 4 5	5 4 5	5 4 5	
	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	4	4	4	4	OBE Format
	Number of Student Research Advising: - Approved manuscript submitted within the prescribed period (SY 2017-18) - Approved thesis outline submitted within the prescribed period (SY 2017-18)	MSC. Adviser MSC. GAC member BSc. Adviser MSC. GAC member BSc. Adviser BSc. SRC-Chairman/Member	1 2 1 2 1 2	1 3 1 6 1 2	4 5 4 5 4 4	4 5 4 5 4 4	4 5 4 5 4 4	4 5 4 5 4 4	Moreno Cascante, Alesna, Enriquez Bagaslao Añonuevo, Arribado, Atup, Pedrosa, Binongo, Bravo J. Sagorino, R. Sagorino, N. Cabus Naparate, Almacion, Cabillo, Seno

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
	Student Advising and Consultation Services: - No. of hours spent for student thesis - No. of student-related activities assisted	Counseling and advising students thesis	1hr/week	3hrs/week	✓	✓	✓	✓	3 MSc. and 9 BSc. students Planting, monitoring and maintenance
					✓	✓	✓	✓	
		Tree Planting Coordinator	4 hrs	10 hrs	✓	✓	✓	✓	
MFO 3: Research Services	Number of Academe/ Industry Linkage established:	Technical Expert	2	5	✓	✓	✓	✓	ELTI-Yale University, Bern University, RFRI, ZSL, KATALA
Performance Indicator 1:	Number Papers Published: In refereed Journals	Co-author	1	2	✓	✓	✓	✓	Asian Journal of Agricultural Extension, Economics and Sociology 15(4):1-20, 2017; International Journal of Scientific Research in Agricultural Sciences 5(3), pp. 0082-0090, 2017
Performance Indicator 2:	Number of Research Outputs Submitted: Reports (Quarterly, Annual/Terminal)	Project/Study Leader	5	10	✓	✓	✓	✓	NRM Project, COCOBOARD and CO ₂ Compensation Project, Mainstreaming RF in the Philippines, Inopacan Trial Plot (VSU funded)
Performance Indicator 2:	Number of Research Outputs Disseminated or Presented in Fora/ Conferences	Paper presenter	1	2	✓	✓	✓	✓	RDE (Level 1: Inopacan Trial Plot and Nutrient Omission; Level 2: Inopacan Trial Plot)
Performance Indicator 2:	Number of Research Outputs Disseminated or Presented in Fora/ Conferences	Poster presenter	0	1	✓	✓	✓	✓	RDE (Level 3: Inopacan Trial Plot)

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
				2	5	5	5	5	Rainforestation Training in LGU Cabucgayan, LGU Lauan, LGU Pilar
				1	5	5	5	5	Propagation of Native Trees and Rehabilitation of Philippine Beach Forest
Performance Indicator 3:	Number of research project and/or completed	Study Leader	1	1	4	4	4	4	COCOBOARD Project
Performance Indicator 4:	Number of research proposal submitted	Study Leader	1	4	5	5	5	5	ELTI, Swiss National Science Foundation, NatureLife International, PTFCF
Performance Indicator 5:	Number of studies presented	Presenter	1	2	5	5	5	5	RDE In-house review and COCOBOARD project review
Performance Indicator 6:	Percentage of research/project proposal approved	Study Leader	100%	100%	5	5	5	5	ELTI
Performance Indicator 7:	Amount of money generated from external funding	Project Leader (Inopacan Trial Plot)	0.1M	1.20M	5	5	5	5	ELTI funded
		Study Leader (CO ₂ Compensation Project)	0.1M	0.58M	5	5	5	5	NatureLife Foundation funded
Performance Indicator 8:	Amount of money generated from internal funding	Project Leader	0.1M	0.2M	5	5	5	5	Inopacan Trial Plot (VSU funded)
Performance Indicator 9:	Number of exchange scholars/researchers/visiting professors assisted	Research counterpart	1	2	5	5	5	5	Yale and Bern University researchers
	Number of MOAs signed	Collaborator	1	1	4	4	4	4	LGU Cabucgayan
MFO 4: Extension Services									
Performance Indicator 1:	Number of persons-day trained weighted by length of training/workshop:	Resource person	20	367	5	5	5	5	Rainforestation Training in Cabicgayan, Biliran and Lauan, Eastern Samar, LGU

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
Performance Indicator 2:									Antipolo, Infanta Quezon, and Rizal Environmental Jamboree
	Number of trainings/ seminars/workshops served/conducted by levels: Institutional/Local	Resource Person	3	5	✓	✓	✓	✓	Rainforestation Training for Climate Resilient Recovery, Environmental Jamboree for VSU Senior High School, and Forum on Conflict on Natural Resource Utilization and Management
	% requests for training/seminars responded to within 3 days	Resource Person Facilitator Participant	100%	100%	✓	✓	✓	✓	Rainforestation Training for Climate Resilient Recovery, Environmental Jamboree for VSU Senior High School, and Forum on Conflict on Natural Resource Utilization and Management
	Number of Meetings/ trainings/orientation/fora/summit attended	Convenor/presider/member/facilitator/participant and Resource Person	4	10	✓	✓	✓	✓	RFRI, ELTI, Rainforestation and Environmental Jamboree for VSU Senior High School, and Forum on Conflict on Natural Resource Utilization and Management, PINOY Tannin Project
	No. of letters/invitations prepared/disseminated to appropriate offices within 5 working days	Signatory Facilitator Invitees	5	37	✓	✓	✓	✓	Rainforestation Training for Climate Resilient Recovery, Environmental Jamboree for VSU Senior High School, and Forum on

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
Performance Indicator 3:	Number of IEC material produced by type: ▪ RF field guides ▪ Comics/fliers ▪ Video								Resource Utilization and Management
		Author	1	50	5	5	5	5	ELTI and EDC
		Reviewer	1	100	5	5	5	5	RFRI
		Resource person	1	1	4	4	4	4	Rainforestation Coffee Table
Performance Indicator 4:	Number of beneficiaries served	Technical person	20	367	5	5	5	5	Rainforestation Training for Climate Resilient Recovery, Environmental Jamboree for VSU Senior High School, and Forum on Conflict on Natural Resource Utilization and Management
Performance Indicator 5: Technical Advisory Services	Number of International collaborators, LGUs, NGOs, POs and Councils/Board assisted	Technical Expert and Collaborator	6	20	5	5	5	5	ZSL, LGU Cabucgayan, FEA, ELTI-VSU RF trainers alumni, RFRI, LGU Silago, LGU Bacong, LGU Pilar, KATALA Foundation, NTFP, FPE, PTFCF, CSVFA, and PRA
		Collaborator/Technical Expert	1	1	4	4	4	4	LGU Cabucgayan
		Technical Expert/ Collaborator	4	108	5	5	5	5	ELTI-VSU RF trainers alumni
		Technical Expert	20	174	5	5	5	5	ELTI-VSU RF trainers alumni, ZSL,

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
									LGU Cabucgayan, FEA, ELTI-VSU RF trainers alumni, RFRI, LGU Silago, LGU Bacong, LGU Pilar, KATALA Foundation, NTFP, FPE, PTFCE, CSVFA, and PRA
	% requests for critical tech. services responded to within 3 days	Technical Expert/Evaluator	100%	100%	5	5	5	5	ELTI-VSU RF trainers alumni and RF adopters
	% of clients who rated the service as satisfactory or better	Technical Expert/Evaluator	100%	100%	5	5	5	5	ELTI-VSU RF trainers alumni and RF adopters
	Number of extension projects/components conducted	Project Leader	1	2	5	5	5	5	NRM-Based extension project and Mainstreaming RF Project
Performance Indicator 6:		Component Leader	1	2	5	5	5	5	CO ₂ Compensation Project and Mainstreaming RF Project
Performance Indicator 7:	Number of extension project proposal submitted	Project Leader	1	1	4	4	4	4	NRM (VSU funded), CO ₂ Compensation Project
Performance Indicator 8:	Percent of extension proposal submitted	Component Leader	1	1	4	4	4	4	NRM, ELTI, and CO ₂ Compensation Project
Performance Indicator 9:	Percent of extension proposal approved		100%	100%	5	5	5	5	NRM, ELTI & CO ₂ Compensation Project
Performance Indicator 10:	Amount of money generated from external funding		0.1M	0.6M	5	5	5	5	NatureLife International
Performance Indicator 11:	Amount of money generated from institutional funding		0.05M	0.45M	5	5	5	5	ELTI
Performance Indicator 12:	Number of extension-related awards	Best Extension Project (Level 2)	1	1	4	4	4	4	RDE Level 2

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
MFO 5: Support to Operation Services									
Performance Indicator 3:	Number of seminars/trainings/conventions/workshops coordinated inside the University	Organizer	1	2	✓	✓	✓	✓	PINOY Tannin Project, Environmental Jamboree for VSU Senior High School, and Forum on Conflict on Natural Resource Utilization and Management
Performance Indicator 4:	Number of seminars/trainings/conventions/workshops coordinated outside the University	Resource person	2	2	✓	4	4	✓	Rainforestation Training for Climate Resilient Recovery in Cabucgayan, Biliiran and Propagation of Native Trees and Rehabilitation of Philippine Beach Forest in Iloilo City
Performance Indicator 6:	Number of In-house writeshop/reviews conducted/attended	Presenter/Participants	1	4	✓	✓	✓	✓	RDE Level 1, 2, & 3, AACCCUP, Environmental Jamboree for VSU Senior High School, and Forum on Conflict on Natural Resource Utilization and Management
Performance Indicator 8:	Number of activities organized/attended/assisted/participated/facilitated	Resource person/Facilitator/Participants	1	10	✓	✓	✓	✓	Rainforestation Training and Students/Farmers Field Visit, Environmental Jamboree for VSU Senior High School, and Forum on Conflict on Natural Resource Utilization and Management

MFO & PAPS	SUCCESS INDICATORS	TASKS ASSIGNED	TARGET	ACTUAL ACCOMPLISHMENT	RATING				REMARKS
					Q ¹	E ²	T ³	A ⁴	
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 2 11	4 5 5	4 5 5	4 5 5	4 5 5	Terrestrial Division, NRM, VFR Survey, ELTI, CO ₂ Projects
Performance Indicator 2:	Meetings attended: - College and Department UAC - Mt. Pangasugan Biodiversity Center - NRM-Extension Based Program - COCOBOARD - CO₂ compensation project Number of applicants evaluated (ITEEM)	Faculty Member Chairman Project Leader Study Leader Study Leader Personnel Committee Member	6 1 1 6 6 1 1	12 1 3 6 6 2 1	5 4 5 4 5 4 4	5 4 5 4 5 4 4	5 4 5 4 5 4 4	5 4 5 4 5 4 4	CFES, ITEEM, UAC, Project related
Performance Indicator 3:	No. of progress reports prepared, retrieved, consolidated & submitted	Project/Study Leader	2	6	5	5	5	5	ELTI, COCOBOARD and CO ₂ Compensation Project, and NRM
Performance Indicator 6:	Area of demonstration and nature park maintained	Supervisor	20 has	45 has	5	5	5	5	Nature Park and Terrestrial Division
Performance Indicator 8:	No. of office/training facilities maintained - Screen House - Germination Shed House - Bagging Shed - RDE and Rainforestation Training Room	Supervisor	1 1 1 1	1 1 1 1	4 4 4 4	4 4 4 4	4 4 4 4	4 4 4 4	Terrestrial Ecosystems Division
Performance Indicator 9:	No. of college/departments committees chaired and member	Chairman Member MR	1 2	3 5	5 5	5 5	5 5	5 5	University, CFES and ITEEM
Performance Indicator 11:	% of apparatus/equipment maintained	MR	100%	100%	5	5	5	5	
Performance Indicator 13:	Zero percent complaint from clients serve	Technical experts	100%	100%	5	5	5	5	
Performance Indicator 14:	Best practices/new initiatives implemented	Supervisor	1	1	4	4	4	4	Pooling of human resource to attain project activities within the prescribed period
TOTAL OVER-ALL RATING									
								341	

5-265 77
4-96

Average Rating (Total Over-all rating divided by 4)	4.68	
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING	4.68	
ADJECTIVAL RATING	Outstanding	

Comments & Recommendations for Development Purpose:

Received by:

TERESITA L. QUIÑANOLA

HEAD, PRPEO

DATE

1 - quality

2 - Efficiency

3 - Timeliness

4 - Average

DATE

Calibrated by:

REMBERTO A. PATINDOL

PMT

DATE

Recommending Approval:

BEATRIZ S. BELONIAS

VICE-PRESIDENT FOR INSTRUCTION

DATE

Approved:

EDGARDO E. TULIN

PRESIDENT

DATE