# 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	PERCENTAGE WEIGHT OF INVOLVEMENT (2)	NUMERICAL RATING (RATING x %) (3)	EQUIVALENT NUMERICAL RATING (2 x 3)
1. Instruction			
a. Head/Dean (50%)	(0 D	4.706	0.4706
b. Students (50%)	10 %	4.75	0.4706
TOTAL			
2. Research	15 %	5.00	0.75
3. Extension	12	4.824	0.7234
4. Administration	50%	4.877	2.4285
5. Production			
TOTAL			4.8477

EQUIVALENT NUMERICAL RATING:	4.8477
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Add: Additional Points, if any

TOTAL NUMERICAL RATING : 4.8477

FINAL NUMERICAL RATING : 4.8477

ADJECTIVAL RATING : Outstarding

Prepared by:

MARLITO M. BANDE

Name of Staff

Reviewed by:

DENNIS P. PEQUE

Dean CIES

Recommending Approval:

DENNIS P. PEQUE

Dean, CFES

Approved:

BEATRIZ S/BELONIAS
Vice-President for Instruction

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# Summary of Individual Rednigs of Feculty Members with Multiple Functions

FROGRAM MAQLVEMENT	PERCINTAGE WEIGHT OF INVOLVEMENT (2)	NUMERICAL RATING (RATING X ¼) (3)	ECONALENT NUMERICAL RATING (2.5.3)
Name of Faculty Member	MANUTO M. BANDE	<u> </u>	
Name of Office	INSTITUTE OF TROPIC, MANAGEMENT (ITEEM		ENVIRONMENTAL

FROGRAM INVOLVEMENT	PERCENTAGE WEIGHT OF INVOLVEMENT (2)	NUMBRICAL RATING (RATING x M) (3)	GOUVALENT NUMERIOAL BATING
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s Head/Dean (50%)	38.35	÷	
5. : radents (50%)	18.79	<b>√.</b> ≥ .	4. · . \4.
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C. Research	Ya.V	T Date	9.94
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A. Administration	7- )	d : 80.1.	
<b>Red</b> uction			
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1111	Additions: Points, Fany	
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TOTAL NUMERICALISATING

FINAL NUMERICAL RATING

Prepared by:

Name of Staff

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Riverage Dr.

DEMNIS E PEQUE Dem<sub>l</sub> CLES

Recommending Approval

DENNIS PLEQUE Doam, ÇEÇEŞ

Arghoven.

BEATRIZ & BECONIAS
Vice-President for Instruction

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

I, <u>MARLITO M. BANDE</u>, of the <u>INSTITUTE OF TROPICAL ECOLOGY & ENVIRONMENTAL MANAGEMENT (ITEEM)</u> commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>JANUARY</u> to <u>JUNE</u>, 2018.

MARLITO M. BANDE RATEE

Approved:

DENNIS P. PEQUE

UNIT HEAD

MFO No.	MFO Description &	Tasks Assigned	Target	Actual Accom-		Ra	ting		D	
WIFO NO.	Success/Performance Indicator (PI)	rasks Assigned	larget	plishment	Q¹	E <sup>2</sup>	T³	A <sup>4</sup>	Remarks	
UMFO 1	ADVANCED EDUCATION SERVICES									
ITEEM MFO 1	Graduate Degree Program									
PI 1	Number of graduate degree specializations offered and monitored	Supervise the offering and monitoring on the implementation of the MSc. program	1	1	4	4	4	4	MSTREC	
PI 2	Total FTE monitored	Teaches the following courses: SY 2017-18 (2nd semester): TREC 206 (Lec), TREC 208 (Lec & Lab), TREC 299 (Lec)	3	11.58	5.	5	5	5	Number of students and contact hour per week: TREC 206 (21 students & 3 hours); TREC 208 (15 students & 5 hours); TREC 299 (1 student & 1 hour)	
PI 3	Number of students who graduated within prescribed period	Supervise and monitor the academic performance and requirement for graduation of the graduating students	1	1	4	4	4	4	O. Moreno, graduated in June, 2018	
PI 4	Number of graduate students enrolled	Monitor and facilitate the processing of the certificate of registration during enrollment	5	11	5	5	5	5		
ITEEM MFO 2	Graduate Students									
PI 1	Number of graduate students awarded with scholarship/assistantship	Connect with potential funding agency that provide financial support/scholarship/ assitanship to students	1	8	5	5	ţ	5	Kleer Jeanne Galgo (GTA); Ma. Ophelia Moreno (ACIAR, ELTI); Rene Jane Alesna, Gerry Mae Anonuevo, Arwin Arribado, Marvin Cascante, Maryvic Pedrosa (DOST); Christine Mae Atup (CHED)	

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

I. MARLUTO M. PANDE, of the INSTITUTE OF TROPICAL ECULOGY & ENVIRONMENTAL MANAGEMENT (ITEEM) commits to deliver and sgreet to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANILARY to JUNE, 2018.

MLYRLITO M. RANDS; RATEE

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Approved:

DENNIS P. PROUE UNTHEAD

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Restrantes	ь <sub>я</sub>	i Tr	53	12	Accom- plishment	ใจกรรไ	Tacts Assigned	Success/Portus monce fadicator (Pf)		
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The second secon			THE PERSON NAMED IN COMPANIES.		and a common real residence of the common section of the common se	and the second s		Gradicate Unguno Program	ITEENI MEO I	
MSTREE					Î	. i	Supervise the offering and monitoring on the implementation of the MSc program	Number of graduate degree specializations offered and memored	į ją	
Number of students and contact flour por week: TREC 206 (2) students & 3 hours); TREC 208 (15 students & 5 hours); TREC 295 (1 students & 3 hour)					11.53	Ę	Teached the following courses: 5Y 2017-18 (2nd seinester), TREC 208 (Led & Lajr), TREC 293 (Led & Lajr),	iota. FIE menitered	PI 2	
O. Moreno, graduated in Juno, 2018					Ţ		Supervise and monitor the academic performance and my broken for graduation of the graduating students		हाय	
					11	Ĉ	Monitor and facilitate the processing of the certificate of registration during enrollment	Number of graducte students enrolled	P1.4	
	·							Gradunte Students	s orm mean	
Kremine Gaign (CTA); Mo. Ogheliu Moreno (AGIAR, ELIR, Beno June Plestra: Gerry Mae Andrewon, Andre Ar roydo, Abryn Coscerru, Manaid Podrosa (DOST); Claistine Mae Arup (CHED)		and the state of t			8	Ţ	Connect vith potential funding agancy that provide financial support/scholarship/ assitueship to atulents	Mumber of greduate students swarded with scholarship/assistantstip	1.16	

MFO No.	MFO Description &	Tanka Andread		Actual		Ra	ting		
MIFO No.	Success/Performance Indicator (PI)	Tasks Assigned	Target	Accom- plishment	Q¹	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	Remarks
PI 2	Number of graduate students awarded with scholarship/assistantship who graduated within prescribed period	Facilitate the application and processing of student scholarship. Monitor the student performance and responsibility as reflected in the scholarship grant agreement.	1	7	5	5	5	5	Ma. Ophelia Moreno (ACIAR, ELTI); Rene Jane Alesna, Gerry Mae Anonuevo, Arwin Arribado, Marvin Cascante, Maryvic Pedrosa (DOST); Christine Mae Atup (CHED)
PI 4	Number of graduate students advised (adviser/GAC member)	Serve as thesis adviser and GAC member	2	15	ولم	5	ţ	5	Thesis adviser: Kleer Jeanne Galgo, Maria Ophelia Moreno; GAC member: Rene Jane Alesna, Gerry Mae Anonuevo, Arwin Arribado, Christine Mae Atup, Marvin Cascante, Julius Comaling, Marjorie Elbina, Grace Ann Enriquez, Mark Vincent Latras, Mervyn Loreto, Jessa Nunez, Maryvic Pedrosa, Lilibeth Pelino
UMFO 2	HIGHER EDUCATION SERVICES								
ITEEM MFO 1	Curriculum Program								
PI 1	Total FTE monitored	Teaches the following courses: SY 2017-2018 (2nd semester) Envi 118 (Lec & Lab) and Envi 198 (Lec)	2	5.5	5	5	5	5	Number of students and contact hour per week: Envi 118 (16 students & 5 hours); Envi 198 (10 students & 3 hours)
PI 2	Number of new undergraduate curricular program compliant to CMO, approved and offered	Facilitate the revision of the BSEM curriculum compliant to BSES CMO series of 2005	1	1	4	'4	4	4	BSES
PI 3	Number of existing curriculum proposal subjected to evaluation and compliant to CMO	Prepare the necessary requirements needed for RQAT evaluation	1	1	4	4	4	4	BSES
PI 4	Number of undergraduate students enrolled	Monitor and facilitate the processing of the certificate of registration during enrollment	20	74	5	5	٤	5	BSEM/BSES
PI 5	Number of undergraduate students who graduated within prescribed period	Supervise and monitor the academic performance and requirement for graduation of the graduating students	5	11	ح	5	5	5	
PI 6	Number of academe/industry linkage established	Connect with potential industry that may provide financial support/scholarship/ assitanship to students	2	4	5	5	5	5	PASAR, SPMI, PSPI, and SC Global
PI 7	Number of students advised (thesis adviser/SRC Chairman or member)	Thesis adviser and SRC member of undergraduate students	2	8	5	5	5	ち	Thesis adviser: Raycel Bagaslao, Nelly Flor Cabus, Jenilyn Sagarino, Rhea Lyn Sagarino; SRC Chairman: Irvin Christian Seno; SRC Member, Kristela Almencion, Jane Cabillo, Daniela Krezzel Naparate

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lemariu.	Ą.	Ey.	Rati	02	Accom- Accom- plishment	Target	fasks Assignod	WFO Description & Success/Perfornance indicator (Fi)	WIFO No.
Mai Ophelia Moreno (ACIAS, 811)) Rona Jane Alusna, Gerry Mae Accondovo, Anvin Ardhado, Masso Cascarto, Marydo Fisicusa (DOST); Cheedina Wae Atrip (CrsD)	Mai Ophelia Moreno (ACTAR) Rone fane Ausen, Gerry Mae Arrondovo, Anvin Andrado, M Cascarto, Maryvic Estruso (DC			3.	V.	Y	Facilitate the application and processing of student subolastip. Monitor the student performance and responsibility as reflected in the scholarship grant agreement.	Number of graduate students awarded with scholarship/assistantship who graduated within prescribed period	PI 2
Theris advisor kicor feaner Salgo. Maria Ophelia Moreno GAZ menden Reno Jone Alesna, Gerry Mac Anonoevo, Arwin Arribado, Chintine Mae Alup Marwin Cascade, Julius Comaling, Meddollo Elbina, Grace Ano End guez, Mark Vincent Lamas, Menyn Lorero, Jassa Nuero, Lamas, Menyn Larero, Jassa Nuero, Lamas, Menyn Larero, Jassa Nuero, Lamas, Menyn Libeth Pelino	Thesis a Maria O Maria O iteno Jos Anoncor Comalin Encuevo				15	ς	Serve at thesis adviser and GAC mancher	Number of graduate students advised (adviser/GAC member)	v le
			alice agains	La a e e e e e e e e e e e e e e e e e e	Carrier Company of the Company of th			FIGHER EINICATION SERVICES	SOWU
								Curriculuses Progress	1 0 100 100 1
Number of students and compatinous per week. Envi 118 (16 students 2: 5 hours). Invi 198 (10 students 3: 3 hours).	****	\$ 1 1			8.8	ņ	Feather the following courses. SY 2017 ::016 (2nd semester) Envi 118 (Lec & Lab) and Envi 198 (Lec)	Fotal FTE monitored	P! 1
3808		<u> </u>			ſ	Ĭ	Facilitate the revision of the BSCM curriculum compliant to BSES CMC series of 2005	Number of new undergraduate curricular program compliant to CMO, approved and offered	Pl 2
4868		1			1	1	Prepare the necossary requirements needed for RQA1 cyaluation	Number of existing curriculum proposal subjected to evaluation and compliant to CMO	PI 3
RSEW//BSES					74.	9 <u>\$</u>	Vicnital and facilitate the processing of the certificate of existration during enrollment	Number of undergraduate students enrolled	514
					ĹĹ	35	Supervise and conitor the academic performance and requirement for guiduation of the graduating studence.	Number of undergraduate students who graduated within prescribed period	P) 5
PASAP, SPWE PSPL and SC Global					β.	S	Connectivith patential industry that may provide financial support/scholarship/ assitanship to students	Number of acidemic industry linkage astablished	à <b>3</b> 4
Thosis advisor Kovust Sugasias, Nelly For Cobus, Jenityo Esgarino, Rhea uyn Segarino, SRC Covirmon, Even Christian Senet Sikt, Membarykristela Almancon, Jane Cabillo, Daniela Krezzel Náparote					8	5.	Thesis adviser arei SRC member of undergraduate et. dents	Number of stratents advised Chesis adviser/SRC Chairman or member)	?(7

	MFO Description &	T. d. A. J.		Actual		Rat	ing		
MFO No.	Success/Performance Indicator (PI)	Tasks Assigned	Target	Accom- plishment	Q¹	E <sup>2</sup>	T³	A <sup>4</sup>	Remarks
PI 9	Number of instructional materials developed	Revised/Updated new/existing Course Syllabi	1	5	. B	5	5	35	Envi 118, Envi 198, TREC 206, TREC 208, TREC 299
PI 10	Additional outputs:								
PI 10.1	Number of student honors/awards received	Monitor the student's academic performance to maintain the necessary grades (average) for <i>Latin Honor</i> . Facilitate the application of students for <i>Latin Honor</i> and and processing of documents as required by the registrar office.	1	3	5	5	5	ち	Latin Honor (Krestila Almencion, Nelly Flor Cabus, Daniela Krezzel Naparate)
PI 10.2	Number of faculty honors/awards received	Monitor the concerned faculty's academic performance and provide the necessary support needed to maintain the academic excellence award	1	1	4	4	4	4	Academic Excellence (PhD), MSU-IIT, Iligan Campus (ED Espinosa)
UMFO 3	RESEARCH SERVICES								
PI 1	Number of published papers in internationally indexed journals	Co-author	1	2	5.	5	5	5	Ecological Indicators, Environmental Modelling and Software
PI 3	Number of research project/study conducted	Serve as project leader/study leader	2	8	5	ち	5	5	Conducted: 4 studies in Inopacan; 4 studies TED; 2 studies in Cabucgayan; 1 Negros
PI 4	Number of research proposals submitted	Prepare and submit the project proposal to potential funding agency	2	3	5	5	5	5	The proposals were submitted to PTFCF and VSU-OVPRE
PI 5	Number of research proposals approved	Proponent of the research project	1	4	5	5	5	5	One Project approved with 4 studies and funded by VSU-OPRE
PI 6	Number of research studies institutionally funded	One project approved (with 4 studies) which is funded by VSU-OPRE	-	1	5	5	5	5	Effect of Nutrient Management on the Survival and Growth Performance of Mycorrhizal Infected Dipterocarp Seedlings Planted in the marginal Uplands in Inopacan, Leyte
PI 7	Additional outputs:								
PI 7.1	Number of exchange scholars/researchers/visiting professors assisted	Assisted visiting professor and researcher		2	15	64	5	5	Dr. Edwino Fernando (professor/researcher-UPLB); Mr. Godofredo Villapando (researcher-ZSL)
PI 7.2	Number of research articles submitted for publications	Co-author	2	5	5	الم	5	5	International Journal of Environmental and Rural Development, Journal of Agriculture and Technology Management, Ecological Indicators, Environmental Modelling and Software

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The second secon		· sales · sale	ReviseOVOdetad navjewska betaboVVodets		of somemoned population is an additional ordination of the second of the	Alondon of the concernational beaution of the plant of the concernation of the polyment of the concernation of the concernatio		Co sultion	Tobael violata basil trajong as erred	project sterick the broket bropast to potation for the project property of the project property of the project project project to project proj	Proponent of the research project	One project approved (with a studies) yetet, is funded by VSO USP.		nethrase to a corelong gratish befalesA	Co-autror
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MFO No.	MFO Description &	Tarka Assirand		Actual		Ra	ting		_
MPO No.	Success/Performance Indicator (PI)	Tasks Assigned	Target	Accom- plishment	Q¹	E <sup>2</sup>	T³	A <sup>4</sup>	Remarks
PI 7.3	Number of MOAs prepared and signed as witness	Facilitated in the signing of MOA	-	2	5	يج ا	5	5	VSU-LGU Cabucgayan, VSU-ZSL
UMFO 4	EXTENSION SERVICES								
PI 1	Number of person-days trained weighted by length of training	Act as resource person or technical expert during the training	75	394	ţ	ţ	5	5	Rainforestation Training in Inopacan and Hindang, Seminar on Rainforestation Technology (VSU Anniversary), WWF Rainforestation Study Tour in VSU, Forum on Conflict of Natural Resources Management and Utilization, Environmental Jamboree
PI 2	Number of trainings conducted	Resource person/coordinator/facilitator	1	5	نی	5	5	5	Rainforestation Trainings, Seminar on Rainforestation Technology, WWF Rainforestation Study Tour in VSU, Forum on Conflict of Natural Resources Management and Utilization, Environmental Jamboree
PI 3	Number of IEC materials/Rainforestation development plan/technoguides developed/used	Conceptualized the content of the tarpaulins, fyers, and technoguides to be distributed during the 94th VSU anniversary	-	8	5	5	5	5	RF History, Development, Research, Extension, Mga Pamaagi sa Pag pahiuli sa Lasang, Step 1 - Step 3, Propagation techniques of hoya and medinilla.
PI 4	Number of beneficiaries served	Serve as technical expert/facilitator	75	506	5	5	\$5	5	Rainforestation training in Inopacan and Hindang; Seminar on Rainforestation Technology (VSU aniversary; WWF Rainforestation Study tour in VSU; Forum on Conflict of Natural Resources Management and Utilization
PI 5	Number of technical/expert services	Serve as technical expert	4	13	5	5	5	5	NRM, RF, Students, Farmers and Researchers Cross visits in RF

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See Section	W <sub>a</sub>	an	<b>.</b>	Accountaile,	en Gir Gir Gir Gir Gir Gir Gir Gir Gir Gir	4 - 14 年 東京 1 - 14 - 15 - 15 - 15 - 15 - 15 - 15 -	(FC) resentint encouncities (FE)	1008 100 2000
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MFO No.	MFO Description &	Tasks Assigned	Target	Actual Accom-		Ra	ting		Remarks
	Success/Performance Indicator (PI)		i alget	plishment	Q¹	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	Keniarks
PI 6	Number of extension projects/components conducted	Serve as project leader/component leader	3	5	5	45	5	5	Rainforestation: A Climate Resilient Intervention for Local Government Units Vulnerable to Climate Change and Disaster- Prone Areas in the Visayas; Natural Resource Management-Based Extension Program; Development of a Rainforestation Research and Training Site to Scale-up Forest Restoration Initiatives in Climate Change Vulnerable Marginal Uplands in Inopacan, Leyte; Environmental Education and Advocacy through Capacity Building and Cross visits to the VSU Nature Park; Environmental Consciousness Drive for Senior High School Faculty and Students of Baybay City Division of the Department of Education
PI 7	Number of extension proposals submitted	Prepare and submit the project proposal to potential funding agency	1	7	5	5	5	5	NRM, CHED, RF, Climate Change (VSU)
PI 8	Number of extension proposals approved	Serve as project leader/proponent	1	7	45	5	5	5	NRM, CHED, RF, Climate Change (VSU)
PI 9	Number of extension projects externally funded	Prepare and submit the project proposal to potential funding agency	1	2	45	ζ	5	5	Three extension porjects were funded by ELTI and NatureLife International
PI 10	Number of extension projects institutionally funded	Serve as project leader/proponent	1	6	15	5	کا	5	Natural Resource Management-Based Extension Program; Development of a Rainforestation Research and Training Site to Scale-up Forest Restoration Initiatives in Climate Change Vulnerable Marginal Uplands in Inopacan, Leyte; Environmental Education and Advocacy through Capacity Building and Cross visits to the VSU Nature Park; Environmental Consciousness Drive for Senior High School Faculty and Students of Baybay City Division of the Department of Education
PI 11	Additional outputs:								
	Number of extension-related awards (conducted by faculty or student with faculty)	Serve as project leader	1	1	4.	4	4	4	Outstanding Extension Project Level II (Mainstreaming Rainforestation in the Philippines)

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· l	14874, CHED, RF, Climate Change (VSC)	!				!	£	Property of Isaaqorq Select, add mindred on selection funding agency	badindis aleksosa, noitri axe to isdniuVi	E L	
	NEW, CHED, RF Climate Change (VSD)	4				-	i-4	Same to project leadbryproporari	Number of enterior proposals approved	Z 00	
!	The extension projects were find that the sent that the sent will sent want with the sent that the sent the sent that the sent the sent that the sent the sent the sent the sent the sent that the sent the sent that the sent th					6.1	L	full individual to project projects in differency to provide the projects of t	behalit (flamstve zbejorg notaristice to redniu)/	51.0	
<u></u>	Machinal Magource Managram (Bacada Machina) in Machinal Magource Managram (Bacada and Daving Carling) and Program (Bacada Bacada) and Salunda (Bacada) in Change Salunda (Bacada) in Change (Bacada) in Cha					િ		arsnoqor(Vabas) togoto as svisč	אלנווחליסר פל פאלפיופוס מרפופבוצ וחבלולטולוטופר פל פאלפיופים.	N 10	
	Coloconding Exercine Project Level II (Not referred to the Colocology) and the Colocology (Manager)					J-mi	Luq	Serve as project leader	Remarke to the second of the s	E.	e mante de mario de la composition della composi
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MM BANDE | JAN - JUNE 2018

Numbe	Success/Performance Indicator (PI)  The property of scientific for attended as a sker/resource persons  The property of seedlings distributed  The property of the seedlings distributed  The property of the seedlings distributed	Serve as resource person  Approve the letter request of RF adopters re: planting materials  Conduct regular monitoring and evaluation of the	2 1000	Accomplishment  3	Q1	E²	T <sup>3</sup>	A <sup>4</sup>	Remarks  Rainforestation Training, Biodiversity Assessment (Terrestrial), Impact of Climate Change in Terrestrial Ecosystem, and Conservation Agriculture  RF Adopters in Inopacan, Hindang,
Speake Numbe	nker/resource persons	Approve the letter request of RF adopters re: planting materials  Conduct regular monitoring and evaluation of the			Ţ	4	4	4	Assessment (Terrestrial), Impact of Climate Change in Terrestrial Ecosystem, and Conservation Agriculture
	-	planting materials  Conduct regular monitoring and evaluation of the	1000	7,450					RE Adopters in Inopacan, Hindang
Area (h	a (hectares) of RF adopters farm established	Conduct regular monitoring and evaluation of the			5	5	5	5	Cabucgayan, Salcedo, Baybay, Ormoc, Pilar, Camotes, Guihulngan and Bacong, Negros Oriental
1		newly established RF sites with corresponding signed and notarized MOA	2	9	り	ررا	5	5	RF Adopters farm in Inopacan, Hindang, Cabucgayan, Salcedo, Baybay, Ormoc, Pilar, Camotes, Guihulngan and Bacong, Negros Oriental
	nber of farmers association/individual RF pters monitored and assisted	Conduct regular monitoring and consultation of RF adopters (i.e., individual or farmers association/cooperative) regarding the status of there farms	5	15	5	5	to the second	کی	PRA, CSVFA, NAKASI, PENNAGMANAKI, KICFA, PHILFEDA, KUFA, HIPEDAC, FEA, R Vendiola, M Posas, M Romano, N Fuentes, F Boladula, S Atoy
Numbe	nber of RF network organized	Serve as one of the founding members of the Rain Forest Restoration Initiative (RFRI)	1	3	4	.4	4	4	RFRI Luzon Cluster; RFRI Visayas Cluster; RFRI Mindanao Cluster
	nber of in-house seminars/ nings/workshops/reviews conducted/attended	Serve as presenter during the RDE Annual review and technical experts during the rainforestation national trainers training	2	5	١ كل	ما	5	5	RDE Annual In-house Review, RF
UMFO 5 SUPPO	PORT TO OPERATIONS (STO)								
ITEEM MFO 1 Faculty	ulty Development Services								
PI 1 degree	nber of faculty/staff pursuing advanced research ree programs (PhD, MSc) facilitated, monitored assisted	Recommend the application to the scholarship committee and montor the academic performance of the concern faculty	1	2	4	4	4	4	EDE (PhD) & SJC (MSc) CHED Scholarship
PI 2 Number convenuativers	nber of seminars/trainings/ ventions/workshops coordinated for entire versity	Resource person/coordinator	1	3	to other		12	S	Seminar on Rainforestation (VSU Anniversary), Forum on Conflict on Natural Resource Management, Environmental Jamboree
PI 3 Number conventions	nber of seminars/trainings/ ventions/workshops coordinated outside the versity	Resource person/coordinator	1	5	ولم	5	5	5	Rainforestation Training (Inopacan, Hindang, Biliran, Negros)
PI 4 Addition	litional outputs:								

	Page 5	100 S 200 S							2 C-10,804		<u>g</u> .	\$1 C4	ଧ୍ର	₩ 19
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MM BANDE | JAN - JUNE 2018

MFO No.	MFO Description &	Tasks Assigned	T	Actual		Rat	ting		
MFU No.	Success/Performance Indicator (PI)	i asks Assigned	Target	Accom- plishment	Q¹	E <sup>2</sup>	Т³	A <sup>4</sup>	Remarks
	Number of activities organized/attended/assisted/participated/facilitated	Act as resource person/facilitator		9	وا	5	5	5	Rainforestation Training (Inopacan, Hindang, Biliran, Negros), Seminar on Rainforestation (VSU Anniversary), Forum on Conflict on Natural Resource Management, Envi. Jamboree, WWF Rainforestation Study Tour in VSU
ITEEM MFO 2	Faculty Recruitment/Hiring Services								
PI 1	Number of faculty recruited/hired aligned with ISO standards	Recommend the change of employment status of Mr. JRG Asio from substitute to temporary	1	1	4	4.	4	4	JRGA - temporary position (Instructor I)
ITEEM MFO 3	Faculty Evaluation Services						-		
PI 1	Individual Faculty Students Evaluation (for IPCR	Serve as instructor	VS		5	5	5	百	Teaching Performance Evaluation by Students Rating: (2nd Sem SY 2017- 2018) Envi 118 (Lec & Lab) and Envi 198 (Lec)
ITEEM MFO 4	Admission & Registration Services			-					
PI 1	Number of undergraduate students enrolled and validated within scheduled regular registration period	Monitor, sign and facilitate the processing of the certificate of registration during enrollment	40	71	5	5	5	5	
PI 2	Number of graduate students enrolled and validated within scheduled regular registration period	Monitor, sign and facilitate the processing of the certificate of registration during enrollment	3	11	5	5	5	5	
ITEEM MFO 5	Guidance and Counselling & Support to Students	o Students Services							
PI 3	Number of students awarded scholarship and grants & thesis supports	Connect with potential funding agency that provide financial support/scholarship/ assitanship to students	5	13	5	5	5	55	Kleer Jeanne Galgo (GTA), Kristela Almencion, Daniella Naparate, Nelly Cabus, Rhea Sagarino, Jenelyn Sagarino, Jane Cabillo (ELTI Thesis Support), Kit Felian Tenio, Jessa Flores, Lilibeth Pelino (ZSL); Kristela Almencion, Daniella Naparate, Nelly Cabus (University Scholarship Program)
PI 4	Number of best practices on students services implemented	Implement, document, monitor and evaluate the best practices on student services	1	4	5	às	5	5	Cross visit of university students from other programs, Senior High (Tech Voc strand) student immersion, OJT of BS DOST scholars; Environmental Jamboree of Senior High School Students in Baybay, Pilar, Cabucgayan-Biliran

			1	•	l				
影40 No.	MFO Description & Success/Forthrapare (FI)	l'aslis Assignad	farget	Actual Actum plistment	<b>₫</b> 1	62 67	ting r	<b>V</b> .e	- Monarita
	Number of activities organizes/vatiended/assistor/participated/racilitated	Act as resource person, findilitator		Э					Rainforestation, Trivining (Inopacan, Halidang, Ollinan, Nogriss), Seminar on Reinforestation (V.D. Anniversary), Fortim on Conflict on Natural Resourc Management, Find Jemborge, WWF Rainfort station Study Too. in VSU
lleen weo s	Faculty Leannithment/Hiring Services		ng nyadhayina ne madan, ne mbaka	-	e governmente og		<b></b>		and the state of t
SE I	Number of faculty recruited/hi ed aligned with ISO standards	Recommend the change of employment status of Mr. IRG Asio from substitute to temporary	ŗ	1					JRGA - temporary position (Instructor i)
med 3	Facelity Evaluation Services						-q		gargina angang an akanang angang sa sa angang a
ьīТ	Individual Faculty Students Evaluation (for IPCR	Serve as instructor	VS						Teaching Perfor names Evaluation by Students Ruthin (2nd Seni SV 2017) - 2016; Equi 118 (Lee & Lab) and Envi 198 (Lee)
LIZEM AULD Y	Muraisson & Registration Services		1	-			·		
Pi 1.	Number of unciergraduate students enrolled and validated within scineduled regular registration period	Monitor, sign and facilitate tha processing of the certificate of registration during ameriment	≪;	34		***************************************		· · · · · · · · · · · · · · · · · · ·	
PI 2	Number of graduate students enrolled and validated within scheduled regular registration period	Mondor, sign and facilitate the processing of the certificate of registration during emoliment	3 ,	<u>.</u>					
THEM MFO S	Edidonce and Counselling & Support to Students !	Pervisors							
PI 3	Number of students awarded scholarship and grants & thesis supports	Connect with potential funding agency that provide financial support/scholership/ assitanship to students	2	2.3					Kleer Jeanno Galgo (CTA), Kristela Almendon, Daniella Naparato, Nelly Cabus, Roza Sagarino, Jenelyo Sagarno, Jane Cabillo (GTT Thesic Limpor), Kit Felian Tonio, Jenra Flures Lilipeth Pelino (ZDL), Kristela Amendon, Daniela Naparato, Nelly Cabus (Conversity Scholarstii)
b <u>i</u> 4	Number of host practices on cludents services implemanted	Implement, document, monitor and systums the best practices on student syrvices	L.	**			The second secon		Cross viel. of university students from other paolitents. Sonier Sale (Sear Vostiered) student annersion, 1911 of 82 DOST scholars, Silvinonmental parthogen of Sevilor High School Students in Baybay, Pliqu, Caluropyor Dilicia.

MM BANDE | JAN -- JUNE 2018

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MFO No.	MFO Description &	Tasks Assigned	Target	Actual Accom-		Rat	ting		Remarks
WIFO NO.	Success/Performance Indicator (PI)	i asks Assigned	larget	plishment	Q¹	E <sup>2</sup>	T³	A <sup>4</sup>	Kemarks
ITEEM MFO 7	Program and Institutional Accreditation Services							*	
PI 1	Number of degree programs which passed accreditation/evaluation at least Level 1	Prepare the necessary documents needed for AACCUP evaluation and facilitate the evaluation visit	2	2	\$	5	\$	5	MSTREC, BSEM
UMFO 5	GENERAL ADMINISTRATION AND SUPPORT				<u> </u>	•			
PI 1	Number of faculty/staff supervised and monitored (including project based staff)	Supervises and monitors ITEEM core faculty and admin staff	5	19	5	5	5	5	
PI 2	Number of management meetings conducted/attended	Preside and attend regular management meeting	6	20	5	5	5	5	Regular ITEEM monthly meeting and project consultative staff, pre-planning, activity update and report meeting
PI 3	Number of documents evaluated and approved	Evaluate and approve the documents	100	359	5	5	5	5	
PI 9	Number of office and laboratory equipment purchased	Recommend the purchase of laboratory equipment to the Univerity management cocern	5	10	5	5	4	5	
PI 9	Number of university committees/boards/council chaired & coordinated	Serve as chairman/member of the institute/collge/university committees	10	23	5	5	8,5	5	
PI 10	Percentage of apparatus/equipment maintained	Sign/approve letter request for equipment repair and maintenance	100%	100%	ţ	5	5	5	
PI 11	Number of College policies, protocols, guidelines/procedures made, approved and implemented	Proponent	2	3	4	4	4	4	
PI 12	Number of frontline services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously	Monitors the efficient and friendly service to clients as stipulated in the citizen's charter posted	4	5	ţ	5	5	5	Frontline services offered as reflected in the Citizen's Charter posted at the entrance area of the ITEEM building: Instruction - students' concerns; Research/Extension - RF and NRM/CRM trainings/assessments and other environmental technical services; Administration - other concerns of staff, faculty and the general public
PI 13	Zero percent complaint from clients served	Facilitate complaint of any faculty/staff and monitor actions taken	100%	100%	ك	5	5	5	

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	and the second s					el a como mese despessore			Program and Institutional Accreditation for vices	TOTH MEST
	MSTREC, 8SEM	and the second				S	C.	Prepare the necessary documents handed for AFCCUP evaluation and technique the evaluation visit	Number of degree programs which passed accreditation evaluation at least Level 1.	Pfl
:	A CONTRACTOR OF THE CONTRACTOR					of the state of th	the control of the co		General Administration and Support	UMPO 5
	,				Ī	er	2	Supervices and monitors (FEEM core teculor and admin staff	Number of faculty/staff supervised and manitored including project based staff)	î 14
	Regular (TEEM monthly meeting and project concutrative staff, pre-planning, contrily update and report, neeting					05	<b>1</b> 0	Preside and at and royular management meeting	Mumber of menagement moatings conducted/aftended	5 [9
						859	001	Evaluate and approve the documents	Number of documents evaluated and approved	8.19
						10	₹.	Recommend the purchase of laboratory equipment buthe Univerty management econes.	Number of office and laboratory equipment purchased	614
_		,		<u> </u>		E	o.i	Serve as chairmaty member of the incliency on opening committees.	itlandar of university committees/boards/council choixed & condinared	
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						٤	Σ !	inenndora.	Number of Collega princips, protocols, guidelines/nrucedures made, approved and implemented	£‡.19
/	From tine services offered as reflected in the Citi. ents Charter perted at the ents ance area of the tTEM building; tennucition students' concerns; Researciv Enteretion - if and NEM/CRM trainings/essessments and other unvironmental technical service; Asimmistration - other concerns of staff, facility and the general public					ē	Å.	Monitors the efficient and friendly secretary of flents as stigatistics in the chizen's charlet posteri	Number of frontline pervices mentioned and end ensured to be customer blandly chefficient and citizens charter posted conspiciously	<b>5</b> 1.50
		-				100%	37001	_ 'acilitate consplaint of any faculty/staff and monitor actions taken	Zero porcent complete from clicms served	E113,

MFO No.	MFO Description &	Tasks Assigned	Target	Actual Accom-		Rat	ting		D
	Success/Performance Indicator (PI)	resid Assigned	rarget	plishment	Q¹	E <sup>2</sup>	T³	A <sup>4</sup>	Remarks
PI 14	Best practices/new initiatives implemented	Implement, document, monitor and evaluate the best practices/new initiatives to enhance general administration support services	1	5	5	5	5	5	Faculty/staff daily time record logbook; equipment and room use permit; regular general cleaning activity (both Aquatic & Terrestrial Division); archive "library" user's logbook; regular faculty and staff consultation in relation to administration support service
	TOTAL OVER-ALL RA	TING			304	304	304	304	

Average Rating (Total Over-all rating divided by 4)	4.825
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.825
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development Purpose: Keepu up the good work!

Evaluated & rated by:	Recommending Approval:	Approved:
como	Amb	Mili
DENNIS P. PEQUE	DENNIS P PEQUE	BEATRIZ S. BELONIAS
DEAN, CFES	DE N, CFES	VICE-PRESIDENT FOR INSTRUCTION
DATE	DATE	DATE

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

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#### EXHIBIT L

### **Employee Development Plan**

NAME OF EMPLOYEE	DR.MARLITO M. BANDE
PERFORMANCE RATING	

AIM To expand research on propagation of indigenous tree species

Proposed interventions to improve performance and/or competence and qualification to assume higher responsibilities:

Date:

January 2018

Target Date:

March 2018

First Step:

Dr. Malito M. Bande to explore on the propagation of successional species

Result:

Dr. Bande conducted research on the propagation of Suyapao, Binunga, and other pioneer tree species which resulted to better understanding of their propagation characteristics, treatment and timing,

Date: April 2018

Target Date:

June 2018

Next Step:

To collect sufficient data that would warrant development of research article

Outcome:

Generated data are now encoded and analysis is now on-going.

Final Step/

To package and publish result in peer-reviewed journals.

Recommendation:

Prepared by:

Conferme:

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DEMARTICELEANDE NAME OF UMPLOYER PERPORMANCE RATING Le expand research on propagation of indirectous area species Proposed regreentions to improve performance and/or chapetence and qualification to assume higher reaponshibilities: Target Dajer March 2018 SIGO visuos! talpCl First Stept Dr. Malito M. Rande to explore on the propegation of successional species Thursall Dr. Pande consincted reserveir on the prophysmen of Soyapao, Dindunya, and other pionese nee species which resulted to bethe inderstanding of their probagation charecteristics, treatment and timing, Fauer Dote: June 7018 Late: April 2018 Next Step. To college attitioned data that would warre it development of rescarch article Concepted data are now encoded and sunivers is now on-going. To package and gubiash result in been reviewed loarnels. Chal Step 1

Recommendation:

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DENNIS E PLOGE Deal, CUES

# **Performance Monitoring and Coaching Journal**

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	3 <sup>rd</sup>	R
	4 <sup>th</sup>	E R

NAME OF OFFICE	Institute of Tropical Ecology & Environmental Management
HEAD OF OFFICE	Dr. Dennis P. Peque
NAME OF FACULTY	MARLITO M. BANDE

ACTIVITY MONITORING	MEET	ING	MEMO	OTHERS (Please specify)	REMARKS
	ONE-ON-ONE	GROUP			
MONITORING	Feb 23. 2018				
	March 19, 2018				
COACHING					

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

Conducted by:	Noted by:
dame_	K41.
DENNIS P. PEQUE	BEATRIZ S. BELONIAS
Immediate Supervisor	Next Higher Supervisor

## Reformance Montreding and Coaching Journal

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	iekaa motumuia	NAME OF FACULTY

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Schling is BECOLD -Instruction Supervisor

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Santigues Supervisor