

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ANATOLIO N. POLINAR

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
<b>1. Instruction</b>			
a. Head/Dean (50%)		$4.68 \times .50 = 2.34$	
b. Students (50%)		$4.20 \times .50 = 2.1$	
<b>Total for Instruction</b>	35%	4.44	1.55
<b>2. Research</b>			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Research</b>	15%	4.5	0.68
<b>3. Extension</b>			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
<b>Total for Extension</b>	15%	5.00	0.75
<b>4. Administration</b>	95%	4.67	1.43
<b>5. Production</b>			
<b>TOTAL</b>			4.61

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.61

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

ANATOLIO N. POLINAR

Name of Faculty

DENNIS P. PEQUE

Dean 1/20/22

Recommending Approval:

DENNIS P. PEQUE

Dean 1/20/22

Approved:

BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ANATOLIO N. POLINAR, a faculty member of the DEPARTMENT OF Forest Science commit to the 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, 2021

Approved:

**ANATOLIO N. POLINAR**

Ratee

Date: 1/19/22

**ANATOLIO N. POLINAR**

Department Head

Date: 1/19/22

**DENNIS P. PEQUE**

College Dean

Date: 1/20/2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	0	1	4	4	4	4	Diaz
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	3/1 (300%)	5	5	5	5	Soria, Suyom and Olimberio

	<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	12/2 (600%)	5	5	5	5	Suyom, Soria, Espejon, Olimberio, Katangkatang, Wales, Rivas, Labides, Diaz, Empas, Carla, and Lopez
<b>PI 9:</b> Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	0						
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0						
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	0						
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	0						
	A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	0						
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	0						
<b>PI 10</b> . Additional outputs:	<u>A 8</u> . Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0						
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>									
<b>OVPI UMFO 3. Higher Education Management Services</b>									
<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	5	12.15/5243%)	5	5	5	5	ForE 139 and FGov 135



		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	3/2 (150)	5	5	5	5	ForE 139, FGov 135 and Fory 200A
		<b>A11.</b> Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	0	2	5	5	5	5	Niño, Zurita
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	0	2	5	5	5	5	Students and Faculty Onboarding, VSUEE
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	8/5 (160%)	5	5	5	5	ForE 139 and FGov 135
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	0						
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	3	8/3 (267%)	5	5	5	5	ForE 139 and FGov 135
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	<i>Acts as academic adviser to students</i>	10	18/10 (180%)	5	5	5	5	BS Forestry Students
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:		2	9/2 (450%)	5	5	5	5	Permangel, Gales, Sudaria, Gervacio, Caballes, Decena, Betita, Mediano and Nino
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	2	4/2 (200%)	5	5	5	5	Permangel, Gales, Sudaria and Gervacio
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	0	3					Baledo, Caballes, and De Paz
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	30	55/33 (167%)	5	5	5	5	ForE 139, FGov 135, Fory 200 (Field Practice), Fory 200A (Thesis) and BSF students

<b>PI 9:</b> Number of student organizations advised/assisted *	<b>A19:</b> Number of Student organizations advised	Advises student organizations recognized by USOO	1	1/1 (100%)	5	5	5	5	FSS
	<b>A20:</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	1	1/1 (100%)	5	5	5	5	FSS
<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	0						
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2/1 (200%)	5	5	5	5	ForE 139 and FGov 135
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	8/5 (160%)	5	5	5	5	ForE 139, FGov 135, and Fory 200 (Field Practice)
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	4/2 (200%)	5	5	5	5	ForE 139 and FGov 135
	<b>A 23 :</b> Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	1	1/1 (100%)	4	4	4	4	ForE 139
	<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2/1 (200%)	5	5	5	5	ForE 139 and FGov 135
<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
	Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0	3	5	5	5	5	RQAT -CHED for COPC of MS Forestry, 3rd ISO Audit and AACUP level 4 for BSF Program



		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	3	5	5	5	5	EDC, Basey Wood Industry, DENR
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0						
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	1	3/1 (300%)	5	5	5	5	ACIAR, BIO CAMP, EcoSAP
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year							
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1	2/1 (200%)	4	4	4	4	Diversity and Tree domestication
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>		1	1/1 (100%)	4	4	4	4	Article for submission
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences	0						
		<i>In int'l fora/conferences</i>		0						
		<i>In nat'l/regional fora/conferences</i>		0						
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0						

	PI 6. Additional outputs*	A 32. NO. of research-related awards (research conducted by faculty or student w/ faculty)		0						
		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	0	1	5	5	5	5	JNS-DOST Journal
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0						
<b>UMFO 4. EXTENSION SERVICES</b>										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	7/1 (700%)	5	5	5	5	PO's and BLGU'S
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	0						
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects	0						



	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	0	80%	5	5	5	5	ATI Learning sites beneficiaries
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	2	10/2 (500%)	5	5	5	5	BTFAI, NAGMATA, HIMASACA and Private individuals
	Research Mentoring	Research Mentor		0	4	5	5	5	5	Permangel, Sudaria, Gales and Gervacio
	Peer reviewers/Panelists	Peer reviewers/Panelists		0						
	Resource Persons	Resource Persons		0						
	Convenor/Organizer	Convenor/Organizer/Facilitator	Provide technical support to Partner peoples organizations in Regions 6, 7 8 (Facilitates PO's meetings)	3	5/3 (167%)	5	5	5	5	ACIAR Extension Officer, and PO's Presidents/Officers
	Consultancy	Consultant		0						
	Evaluator	Evaluator		0						
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	0						
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0						



		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0						
			Number of farmers/PO members and officers communicated/advised	10	40/10 (400%)	5	5	5	5	HIMASACA, BTFAI, NAGMATA, PRA and PNCA
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	<b>PI 8.</b> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	<b>A 44.</b> Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	0	zero non-conformity					
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	0	100% compliant	5	5	5	5	
		On program accreditations		1	100% compliant	5	5	5	5	BSF Level IV accreditation, and MS Forestry COPC application
		On institutional accreditations		1	100% compliant	5	5	5	5	3rd ISO internal audit
<b>UMFO 6. General Admin. &amp; Support Services</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	0	Zero % complaint					
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice	0	1	4	4	4	4	Informal discussions with faculty and staff

		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0	1					Constant follow-up with the staff in the discharge of their respective responsibilities
		Number of Meetings Attended	CFES	1	2/1 (200%)	5	5	5	5	regular and emergency meetings
			DFS	2	3/2 (150%)	4	4	4	4	Faculty and staff meetings
			Committee	1	2/1 (200%)	5	5	5	5	Protection, admission and income generation
			University	1	2/1 (200%)	5	5	5	5	Graduate council and UAC
			Project	2	5/2 (250%)	5	5	5	5	ACIAR and Biocamp project
					195					Submit to MACE for adding
		<b>Total Over-all Rating</b>			4.95					the online coursework mostly
		<b>Average Rating</b>			Outstanding					for the subjects taught in the previous subjects
		<b>Adjectival Rating</b>								

Evaluated & Rated by:

**DENNIS P. PEQUE**

Dean, CFES

Date: 11/20/22

Recommending Approval

**DENNIS P. PEQUE**

Dean, CFES

Date: 11/20/22

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Instruction

Date:



## PERFORMANCE MONITORING FORM

Name of Employee: ANATOLIO N. POLINAR

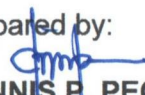
Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, makes himself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Very Impressive	Outstanding	Submitted grades on time, checks manuscripts on time.
2	Performs research and extension functions such as; prepares research/extension proposals, implements duly approved research/extension projects within approved time frame, prepares	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Very Impressive	Outstanding	Submit more publications

	report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.							
3	Makes schedule of meetings, appointments and communications, assigns tasks, attend meetings, and performs other related activities as Head of Department of Forest Science.	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Very Impressive	Outstanding	Able to multitask and maintain productivity
4	Performs other functions such as; member of VSU Academic Council and etc.	Very Impressive	July 1, 2021	December 2021	December 31, 2021	Very Impressive	Outstanding	Attentively attended virtual meetings

\*Either very impressive, impressive, needs improvement, poor, very poor

\*\*Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

  
**DENNIS P. PEQUE**  
 Dean, CFES



**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee : Dr. Anatolio N. Polinar  
Performance Rating : 4.61 (Outstanding) July – December 2021

Aim: To improve research and extension capability of faculty member

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2021

Target Date: September 2021

First Step:

Required Dr. Polinar to conduct research on tree diversity assessments and domestication in selected sites in Visayas.

Result:

Actively conducted research on the topics mentioned above.

Date: October 2021

Target Date: December 2021

Next Step:

Prepared, collected and analyzed research data and reports about tree diversity assessments and domestication.


Outcome:

Dr. Polinar is submitting articles for review and possible publication.


Final Step/Recommendation:

Dr. Polinar may write more research proposal especially on the topic Silviculture and Dendrology

Prepared by:

  
**DENNIS P. PEQUE**  
Dean, CFES 1/20/22

Conforme:

  
**ANATOLIO N. POLINAR**  
Ratee