

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ART RUSSEL R. FLANDEZ

| Program Involvement<br>(1)          | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical<br>Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical<br>Rating<br>(2x3) |
|-------------------------------------|---|---|--|
| 6. Instruction                      |   |   |  |
| q. Head/Dean (50%)                  |   | 4.93x50% = 2.46                           |  |
| r. Students (50%)                   |   | 5x50% = 2.5                               |  |
| Total for Instruction               | 50%   | 4.965                                     | 2.4825                                     |
| 7. Research                         |   |   |  |
| q. Client/Dir. for Research (50%)   |   |   |  |
| r. Dept. Head/Center Director (50%) |   |   |  |
| Total for Research                  | 45%   | 5x45%                                     | 2.25                                       |
| 8. Extension                        |   |   |  |
| s. Client/Dir. For Extension (50%)  |   |   |  |
| t. Dept Head/Center Director (50%)  |   |   |  |
| Total for Extension                 | 5%  | 5x5%                                      | 0.25                                       |
| 9. Administration                   |   |   |  |
| 10. Production                      |   |   |  |
| TOTAL                               | 100%  |   | 4.982                                      |

EQUIVALENT NUMERICAL RATING: 4.9825

Add: Additional Points, if any: none

TOTAL NUMERICAL RATING: 4.982

ADJECTIVAL RATING: OUTSTANDING

  
ART RUSSEL R. FLANDEZ

Name of Faculty

  
ANALYN M. MAZO

Department Head

Recommending Approval:

  
CANDELARIO L. CALIBO

Dean/Director

Approved:

  
BEATRIZ S. BELONIAS

Vice President

Visca, Baybay City, Leyte

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 January 1, 2019 to December 31, 2019.

Date: 17 Sept. 2019

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

| MFO No.   | MFO Description  | Success/Performance Indicator (PI)                           | Task Assigned | Target | Actual Accomplishment | Rating  |            |            |  | Remark |
|---|--|--|---------------|--------|-----------------------|---------|------------|------------|--|--------|
|   |  |  |               |        |                       | Quality | Efficiency | Timeliness | Average  |        |
| UMFO  | 1: Advanced Education Services   |  |               |        |                       |         |            |            |  |        |
| DBS MFO 1. Graduate Degree Program              |  |  |               |        |                       |         |            |            |  |        |
| DBS MFO 2. Graduate Student Management Services |  |  |               |        |                       |         |            |            |  |        |
|   | b. Actively pursuing in the last three years (investigative research, basic and applied scientific research, policy research, social science research) | To conduct research studies                                  | 2             | 6      | 5                     | 5       | 5          | 5.00       | Actively involved in 6 research projects in the last 3 years: FishCoral, CHED Biodiversity project, AR project, CRM, VSU waters, and River project |        |
|   | d. whose research work resulted in an extension program  | To conduct research / extension services for the CRM project | 1             | 1      | 5                     | 5       | 5          | 5.00       | Involved in research cum extension (CRM)   |        |
|   | Total Points   |  |               |        | Total n:              |         |            | 0.00       |  |        |
| UMFO 2. Higher Education Services               |  |  |               |        |                       |         |            |            |  |        |



**DBS MFO 1. Curriculum Program**

|  |   |  |    |       |   |   |     |      |  |
|--|---|--|----|-------|---|---|-----|------|--|
|  | PI 1: Total FTE monitored   | To teach undergraduate courses: Zool 143 Lec and Lab, Biol 199 Lec, Biol 152 Lec (requested)                                     | 10 | 16.25 | 5 | 5 | 5   | 5.00 | Taught undergraduate courses: Zool 143 Lec and Lab, Biol 199 Lec, and Biol 152 Lec (Requested)   |
|  | a. Thesis outline/ Case studies/ Special Problems/ OJT Narrative reports/ Engineering Projects/ Portfolios approved | To approve undergraduate thesis outline of BSBio students as adviser and SRC chairman  | 4  | 7     | 5 | 5 | 5   | 4.83 | Thesis adviser for 5 students: Recosana, Sacro, Duclayan, Fernandez, and Cabahug; SRC chair of 2 students: Marteja and Itumay                                      |
|  | b. Thesis manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios approved   | To approve undergraduate thesis manuscript of BSBio students as adviser and SRC chairman   | 4  | 7     | 5 | 5 | 5   | 4.83 | Thesis adviser for 5 students: Recosana, Sacro, Duclayan, Fernandez, and Cabahug; SRC chair of 2 students: Marteja and Itumay                                      |
|  | PI 10: Number of student organizations advised/assisted   | To serve as Adviser in the Organization of Biology Students (OBiOS)  | 0  | 1     | 5 | 5 | 5   | 5.00 | Served as OBiOS adviser with Ms. Eunice Kenée Serio  |
|  | PI 11: Number of instructional materials developed/revised  | To revised and update IMs (PowerPoint presentations) in Zool 143;<br>To develop new IMs (ppt) in Biol 199                        | 10 | 15    | 5 | 5 | 4.5 | 4.83 | Revised PowerPoint presentations in Zool 143;<br>Developed new PowerPoint presentations for the course Biol 199 (undergraduate seminar)                            |
|  | a. OBE - compliant syllabi  | To prepare an OBE-compliant syllabus based on the newly released CHED CMO no. 46 (BS Marine Biology) and CMO no. 49 (BS Biology) | 1  | 2     | 5 | 5 | 4.5 | 4.83 | Prepared 2 versions of OBE-compliant syllabus in Biol 152 / MarB 124 based on the newly released CHED CMO no. 46 (BS Marine Biology) and CMO no. 49 (BS Biology)   |
|  | b. Teaching guides/Student guides/Laboratory Manuals  | To revise laboratory manuals   | 1  | 2     | 5 | 5 | 4.5 | 4.83 | Revised laboratory manuals (minor revision) in Biol 152 and Zool 143   |
|  | c. Complete sets of teacher-developed audio visual materials (powerpoints, videos, computer games, etc)             | To create and compile complete sets of audio-visual materials (PPTs, videos, etc.) for class use                                 | 1  | 3     | 5 | 5 | 5   | 5.00 | Three (3) complete sets of teaching materials for Biol 152, Zool 143, and Biol 199 for class use   |
|  | d. On-line interactive learning resources per subject   | To develop a new and fully functional support site with interactive materials for major courses                                  | 2  | 3     | 5 | 5 | 5   | 5.00 | Created and maintained an online support site for Biol 152, Biol 199 and Zool 143: <a href="https://biol-lounge.blogspot.com">https://biol-lounge.blogspot.com</a> |
|  | PI 12: Number of instruction-related awards   | Exemplary Teacher Award  | 0  | 1     | 5 | 5 | 5   | 5.00 | Awarded during the 95th VSU anniversary  |

|                               |   |   |   |   |          |   |     |      |   |
|-------------------------------|---|---|---|---|----------|---|-----|------|---|
|                               |   | Outstanding Organization Award (OBIOS) - Adviser*   | 0 | 1 | 5        | 5 | 5   | 5.00 | OBIOS was awarded during the Honors and Awards convocation  |
|                               | Total Points  |   |   |   | Total n: |   |     | 0.00 |   |
| DBS MFO 3. RESEARCH SERVICES  |   |   |   |   |          |   |     |      |   |
|                               | In institutional fora/conferences   | RDE In-house Review   | 1 | 4 | 5        | 5 | 4.5 | 4.83 | CHED-DARE TO; AR Monitoring; VSU waters; CRM  |
|                               | PI 3. Number of research project/studies conducted  | To conduct research on Fishes (FishCORAL project); 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; Coastal Resources Management (Research & Extension) | 2 | 4 | 5        | 5 | 4.5 | 4.83 | Conducted research on Fishes (FishCORAL project); 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; CRM (research cum extension) |
|                               | PI 4. Number of research projects/studies completed within the year   | To complete research studies  | 1 | 2 | 5        | 5 | 5   | 5.00 | 1. Benthic meiofauna as indicators of ecological quality (VSU waters project); 2. Freshwater fishes (River project)   |
|                               | PI 5. Number of research papers (oral presentation, posters, keynote speaker, plenary speaker) presented in regional/national/ int'l scientific/professional fora and conferences | To present studies in annual in-house review  | 1 | 4 | 5        | 5 | 4.5 | 4.83 | (Project / Study presentations) CHED-DARE TO; AR Monitoring; VSU waters; CRM  |
|                               | In institutional fora/conferences   | Approved research studies (FishCORAL, CHED, AR/CRM)   | 2 | 4 | 5        | 5 | 5   | 5.00 |   |
|                               | Total Points  |   |   |   | Total n: |   |     | 0.00 |   |
| DBS MFO 4. Extension services |   |   |   |   |          |   |     |      |   |
|                               | Peer reviewers/Panelists  | To serve as Reviewer for ATR  | 0 | 1 | 5        | 5 | 5   | 5.00 | Reviewer of 1 article submitted in ATR  |




|  |  |   |          |   |             |   |       |   |
|--|--|---|----------|---|-------------|---|-------|---|
| PI 6: Number of extension projects conducted   | To conduct extension programs and activities                     | 1 | 2        | 5 | 5           | 5 | 5.00  | Conducted extension programs:<br>1. Coastal Resource Management (Leyte and Biliran)<br>2. Artificial Reef Monitoring    |
| Total Points   |  |   | Total n: |   |             |   | 0.00  |   |
| DBS MFO 5. Support to Operations (STO)   |  |   |          |   |             |   |       |   |
| OVPI MFO 1. Faculty Development Services   |  |   |          |   |             |   |       |   |
| OVPI MFO 2. Faculty Recruiting/Hiring Services   |  |   |          |   |             |   |       |   |
| PI 2: Number of faculty recruited/aligned with university RSP policy and competency-based HRM                  | AMM & Faculty  |   |          |   |             |   |       |   |
| OVPI MFO 3. Faculty Evaluation Services  |  |   |          |   |             |   |       |   |
| PI 5: Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated | Rated Outstanding in all subjects taught (2nd sem, SY 2018-2019) |   |          |   |             |   |       |   |
| PI 6: Number of college/department - level seminars/trainings/workshops/reviews conducted/attended/facilitated | To attend and participate college/department trainings           |   |          |   |             |   |       |   |
| OVPI MFO 4. Program and Institutional Accrediation Services  |  |   |          |   |             |   |       |   |
| PI 1: Number of degree programs which passed accreditation/evaluation at least level 1                         | AMM & Faculty  |   |          |   |             |   |       | BS Bio is AACCUP Level III accredited; BS Marine Bio has just been offered and cannot be evaluated by AACCUP until 2022 |
| PI 2: Degree program compliant with CHED requirements  | AMM & Faculty  |   |          |   |             |   |       | After the RQAT evaluation, all requirements to the BS Bio and BS Marine Bio programs have been complied                 |
|  |  |   |          |   |             |   |       |   |
|  |  |   |          |   |             |   |       |   |
|  |  |   |          |   |             |   |       |   |
| Total Points   |  |   | Total n: |   |             |   | 98.67 |   |
| Total No. of Entries:  |  |   |          |   | 20          |   |       |   |
| Average Rating   |  |   |          |   | 4.93        |   |       |   |
| 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:

To pursue PhD post

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Art Russel Flandez  
Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2019      Target Date: 2020

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:

Fast Track Application

Prepared by:

  
**ANALYN M. MAZO**  
Unit Head

Conforme:

  
**ART RUSSEL R. FLANDEZ**  
Assistant Professor III