

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: EDUARDO O. MANGAOANG

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.73 \times .50 = 2.37$	
b. Students (50%)		$4 \times .50 = 2$	
Total for Instruction	40%	4.37	2.62
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	4.83	0.97
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	10%	4.74	0.44
4. Administration	10%	4.85	0.48
5. Production			
TOTAL			

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.51

ADJECTIVAL RATING:

Very Satisfactory


Prepared by:


EDUARDO O. MANGAOANG
Name of Faculty


Reviewed by:


ANATOLIO N. POLINAR
Department Head

Recommending Approval:


DENNIS P. PEQUE
Dean

Approved:


BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

"Exhibit B"

I, **Eduardo O. Mangaoang**, a faculty member of the DEPARTMENT OF FOREST SCIENCE commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June 2021.

Approved:

EDUARDO O. MANGAOANG

Professor VI

Date: 10/5/2021

ANATOLIO N. POLINAR

Department Head

Date: 10/06/2021

DENNIS P. PEQUE

College Dean

Date: 10/8/2021

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										
	<u>PI 4:</u> Total FTE coordinated, implemented &	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1	1/1 (100%)	5	5	5	5	
	<u>PI 8:</u> Number of graduate students	A2. Number of students advised	Acts as academic adviser to graduate	1	1/1 (100%)	4.5	4.5	4.5	4.5	S. Bernaldez - Master's thesis
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1/1 (100%)	4.5	4.5	4.5	4.5	S. Bernaldez - Master's thesis
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	0					still on-standby
		<u>A4.</u> Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	4	8/4 (200%)	5	4.5	4.5	4.67	Graduate and undergraduate forestry students

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						Quality	Efficiency	Timeliness	Average	
	<u>PI 9:</u> 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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1/1 (100%)	4.5	4.5	4.5	4.5	2 modules: Forestry Econ & Valuation, Forest Business Management
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	7/2 (350%)	5	4.5	4.5	4.67	Lecture ppt: Fmgt 143, Fmgt 147, FMgt 128, FORY 206, Reading assignments: Fmgt 128, Fmgt 147, Fmgt 143
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	13/3 (433%)	5	4.5	4.5	4.67	Fmgt 128: 2 exams, 3 quizzes, 3 reseach papers; FORY 206: 2 exams, 3 research
		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	1	0					In Progress
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	5/1 (500%)	5	4.5	4.5	4.67	Fmgt 128, Fmgt 143, Fmgt 147, FORY 206, FORY 300
	<u>PI 10.</u> Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	Designs experiential learning activities and other outputs to implement new normal	1	4/1 (400%)	5	4.5	4.5	4.67	student research work, specil topics, case analysis, virtual consultations
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<u>PI 5:</u> Total FTE, coordinated, implemented and monitored *	<u>A9.</u> Actual Faculty's FTE	Handles and teaches courses assigned	1	1/1 (100%)	5	5	5	5	

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						Quality	Efficiency	Timeliness	Average	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	3/1 (300%)	5	4.5	4	4.5	Fmgt 128, FORY 206, FORY 300
		A11. 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	1	2/1 (200%)	5	4.5	4.5	4.67	2 graduating students
		A12. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	4/2 (200%)	5	4.5	4.5	4.67	Fmgt 128: 2; FORY 206: 2
		A13. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	4/4 (100%)	5	4.5	4.5	4.67	Fmgt 128: 2; FORY 206: 2
	PI 8: Number of students advised: *	A14. Number of students advised:	Acts as academic adviser to students	4	6/4 (150%)	5	4.5	4	4.5	BSF students
		A15. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	0					none
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	0					none
		A16. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	4	20/4 (500%)	5	4.5	4	4.5	undergraduate and graduate students
	PI 10: Number of instructional materials developed *	A17: Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3/1 (300%)	5	4.5	4.5	4.67	Fmgt 128, Fmgt 143, Fmgt 147

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						Quality	Efficiency	Timeliness	Average	
		Supplemental learning resource	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	33/2 (1650%)	5	4.5	4.5	4.67	Fmgt 128: 9, Fmgt 143: 9, Fmgt 147: 12
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets	4	8/4 (200%)	5	4.5	4.5	4.67	Fmgt 128: 8
		A 18 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor	1						In Progress
		A 19 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1/1 (100%)	5	4.5	4.5	4.67	Fmgt 128
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	3/1 (300%)	5	4.5	4.5	4.67	Research paper, Special topics, consultations
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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	6/1 (600%)	5	5	5	5	mangrove restoration, lgu cc adaptation, cc training needs assessment, climate risk, forest policy reforms, FLR funding status by donor organizations
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	1/1 (100%)	5	4.5	4.5	4.67	FLR funding status by donor organizations

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	
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. 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							
		In refereed int'l journals								
		In refereed nat'l/regional journals		1	2/1 (200%)	5	4.5	4.5	4.67	Baseline study on community DRR preparedness, response and recovery, Attributes of resilience of local communities to natural hazards & disasters
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		In int'l fora/conferences		1	1/1 (100%)	5	5	4.5	4.83	ICSC Intl Webinar
		In nat'l/regional fora/conferences		1	0					none
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	2/1 (200%)	5	5	5	5	LGU cc adaptation capacity, climate risk financing
	PI 6. Additional outputs*	A 32. 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	1	3/1 (300%)	5	5	5	5	Policy guide to forest investors, Forest ecozone policy paper, forest cadastre policy paper

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	
		A 33. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	4/1 (400%)	5	4.5	4.5	4.67	Field coordinating survey, google form survey, F2F survey with health protocol, online FGD
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension	A 34. 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	12/1 (1200%)	5	5	5	5	ICSC, Oxfam, CORA, PASAR, CCC, LAPCO, DBP, 5 LGUs
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 35. Number of extension programs/projects implemented	Implements duly approved extension projects	1	3/1 (300%)	5	4.5	5	4.83	CORE project, Climate smart upland demo farm, DBP forest project
	PI 5. Number of technical/expert services	A 36. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor		1	3/1 (300%)	5	4.5	4.5	4.67	3 staff
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	0					none
	Resource Persons	Resource Persons		1	1/1 (100%)	4.5	5	4.5	4.67	ICSC Int' webinar
	Convenor/Organizer	Convenor/Organizer		1	1/1 (100%)	4.5	5	4.5	4.67	Climate risk FGD survey
	Consultancy	Consultant		1	2/1 (300%)	5	4.5	4.5	4.67	ICSC, FEF
	Evaluator	Evaluator		1	1/1 (100%)	5	4.5	5	4.83	PCAARRD Publication Awards
	PI 8. Percent of extension proposals approved *	A 37. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	50%	5/5 100% (3/3)	4.5	5	4.5	4.67	CORE project, Climate smart demo, CORA Womangrove

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						Quality	Efficiency	Timeliness	Average	
	<u>PI 11.</u> Additional outputs *	<u>A 38.</u> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	3/1 (300%)	5	4.5	4.5	4.67	IEC material development, Demo farm enhancement, video clip development
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	<u>PI 8.</u> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department	<u>A 39.</u> 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		100%	5	5	5	5	Complied
		<u>A 40.</u> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations			100%	5	5	4.5	4.83	Complied
		On institutional accreditations			100%	5	5	4.5	4.83	Complied
UMFO 6. General Admin. & Support Services (GASS)										
	<u>PI 2.</u> Zero percent complaint from clients served	<u>A 41.</u> Customerly friendly frontline services	Provides customer friendly frontline services to clients		100%	5	5	5	5	Complied
	<u>PI 3:</u> Additional Outputs	<u>A 42.</u> 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	1	4/1 (400%)	5	4.5	4.5	4.67	Participatory planning & decision making; staff consultation meetings, bonding/motivating

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						Quality	Efficiency	Timeliness	Average	
		A 43. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1	2/1 (200%)	5	4.5	4.5	4.67	Work planning and scheduling, staff communication and meetings online
	Total Over-all Rating		203.23							
	Average Rating		4.73							
	Adjectival Rating		Outstanding							Submit online courseware to MMDC for editing

Evaluated & Rated by:

ANATOLIO N. POLINAR

Head, DFS

Date: 10/9/21

Recommending Approval

DENNIS P. PEQUE

Dean, CFES

Date: 10/8/21

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 10/9/2021

PERFORMANCE MONITORING FORM

Name of Employee: EDUARDO O. MANGAOANG

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 the prescribed period, makes himself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Impressive	January 1, 2021	June 2021	June 30, 2021	Very Impressive	Very Satisfactory	Submitted grades on time. Entertains the concerns of all advisees during enrollment.
2	Performs research and extension functions such as; prepares research/extension proposals, implements duly approved research/extension	Very Impressive	January 1, 2021	June 2021	June 30, 2021	Very Impressive	Outstanding	Performed excellently as Director of RCCRDC

	projects within the approved time frame, prepares report outputs and submit for publications, and attends seminar/workshops, serves training and workshops.							
3	Attends meetings and makes letters.	Very Impressive	January 1, 2021	June 2021	June 30, 2021	Very Impressive	Outstanding	Attended regular faculty meetings.
4	Performs other functions such as being; member of VSU Academic Council, etc.	Very Impressive	January 1, 2021	June 2021	June 30, 2021	Very Impressive	Outstanding	Able to multitask and maintain productivity

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

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

 10/6/21
ANATOLIO N. POLINAR
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Eduardo O. Mangaoang
Performance Rating : 4.51 (Very Satisfactory) January - June 2021

Aim: To translate research outputs into extension materials and/or program of faculty member

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

Date: January 2021

Target Date: March 2021

First Step:

Required Dr. Mangaoang to develop training manual brochures on clonal propagation, mangrove rehabilitation and climate change mitigation.

Result:

Actively preparing the training manuals/information brochures on clonal propagation of local tree species, mangrove rehabilitation and climate change mitigation despite the pandemic.

Date: April 2021

Target Date: June 2021

Next Step:

Review the manuals and brochures developed to fit the target clientele

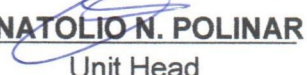
Outcome:

Dr. Mangaoang is actively preparing webinars on climate change related topics.


Final Step/Recommendation:

Dr. Mangaoang may have more manuals and brochures on forestry and climate change related topics and more publications.

Prepared by:


ANATOLIO N. POLINAR
Unit Head

Conforme:


EDUARDO O. MANGAOANG
Ratee