SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ART RUSSEL R. FLANDEZ

Program Involvement	Percentage	Numerical Rating	Equivalent
(1)	Weight of	(Rating x%)	Numerical
	Involvement	(3)	Rating
	(2)		(2x3)
1. Instruction			
a. Head/Dean (50%)		4.96x50% = 2.48	
b. Students (50%)		4.75x50%= 2.375	
Total for Instruction	50%	4.855	2.427
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	50%	5	2.5
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.927

EQUIVALENT NUMERICAL RATING:

4.927

Add: Additional Points, if any:

none

TOTAL NUMERICAL RATING:

4.927

ADJECTIVAL RATING:

OUTSTANDING

ART RUSSEL R. FLANDEZ

Name of Faculty

ANALYN M. MAZO

Department Head

Recommending Approval:

MA. THERESA P. LORETO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Art Russel R. Flandez, a faculty member of the Department of Biological Sciences, commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period January to June 2022.

Approved:

ANALYN M. MAZO
Department Head
Date: Y T WW Art Russel R. Flandez

Assistant Professor III
Date: 7/27/2017

MA. THERESA P. LORETO

College Dean Date: 7/28/ 2022

MFO	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual			Rating	3	REMARKS (Indicators
No.					Accomplishment	-t	C a	ess	0 0	in percentage should
						Quality	Eficien cv	Timelin	le le	be supported with
						ď	ш	Ë	Á	numerical values in
UMFO	1. ADVANCED EDUCATION	ON SERVICES								
OVPI MF	O 2. Graduate Student Manag	ement Services								
	PI 4: Total FTE coordinated,	A1. Actual Faculty's FTE	Handles subjects/courses							
	PI 8: Number of graduate	A2. Number of students advised	Acts as academic adviser to							
		A3 . Number of students advised on								
		As GAC Chairman	Advises and corrects							
		AS GAC Member	Advises and corrects							
-		A4 . Number of students entertained for	Entertains students seeking							
	PI 9: Number of instructional	A5. Number of on-line ready coursewares	Converts the existing instructional							
		On-line ready courseware	Prepares Instructional							
		Supplemental learning resources	Prepares Power Point							
		Assessment tools	Prepares assessment tools							
		A 6: Number of on-line course ware reviewed	Submits the course ware duly							
		A 7 : Number of virtual classroom created and	Creates virtual classroom using							
-	PI 10 . Additional outputs:	A 8. Other outputs implementing the new								
UMFO	PI 10 . Additional outputs: 2. HIGHER EDUCATION S	ERVICES								
	IMFO 3. Higher Education									
		A9. Actual Faculty's FTE	Handles and teaches courses	10	33.75	5	5	4	4.67	Handled Ecol 21n Lec,
	PI 5: Total FTE, coordinated,		assigned							MarB 124 Lec and Lab,
	implemented and monitored *		, and the second							MarB 198, MarB 200
		A10 . Number of grade sheets	Prepares gradesheet and submits	2	3	5	5	4	4.67	Grades for Ecol 21n Lec,
	The state of the s	submitted within prescribed period	on or before deadline		×					MarB 124 Lec and Lab,

submitted within prescribed period	completion of the subject and submits completion forms with grade within prescribed period						5.00	Submitted deferred grade for previous semesters
A12 Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	Graduate School OBE syllabus training
A13. Number of long examinations	Administers and checks long						,	
administered and checked	examination for subjects taught							
A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	28	5	5	5	5.00	Checked, reviewed, and recorded individual (digit assignments or quizzes Ecol 21n Lec, MarB 124 Lec and Lab, MarB 198
A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	19	5	5	5	5.00	Checked, reviewed, and recorded lab reports in MarB 124 (Marine Ecolog
A16. Number of students advised:	Acts as academic adviser to	10	17	5	5	5	5.00	Academic adviser to BSI
	The state of the s				Ť		,5.00	(old curriculum) and BSI
IA17 Number of students advised on thesis/	otacomo .						mananay kanamanana	(Old Galfidalajii) dila Bol
As Thesis Adviser	Advises, and corrects research outline and thesis/SP manuscript	5	6	5	5	5	5.00	1. Agbisit RT 2. Bertulfo MA 3. Laude J 4. Diocton JV 5. Manigo K 6. Joyo R
As SRC Chairman / Member	Advises, and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5.00	1. Carungay 2. Tupaz
A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	30	5	5	5	5.00	Consultation by student thru email, messenger, VSUEE forum discussio
A20 . Number of Student organizations	Assists student organizations in		,					
A 21 : Number of online courseware developed	Prepares and submits for review							
On-line ready courseware	Prepares Instructional							
	Prepares and updates PowerPoint presentation, video clips, movie clips, reading materials and	3	5	5	5	5	5.00	Updated interactive eLearning and course materials for online class
	related to instruction A13 . Number of long examinations administered and checked A14 . Number of quizzes administered and checked A15 . Number of lab reports and term papers checked and graded A16 . Number of students advised on thesis/field practice/special problem: As Thesis Adviser As SRC Chairman / Member A18 . Number of students entertained for consultation purposes A19 . Number of Student organizations advised A20 . Number of online courseware developed On-line ready courseware Supplemental fearning resources	A12. Number of trainings attended related to instruction A13. Number of long examinations administered and checked A14. Number of quizzes administered and checked A15. Number of quizzes administered and checked A16. Number of students advised: A17. Number of students advised on thesis/field practice/special problem: As Thesis Adviser As Thesis Adviser As SRC Chairman / Member Advises, and corrects research outline and thesis/SP manuscript A18. Number of students entertained for consultation purposes A19. Number of Student organizations advised Advises student organizations in A20. Number of online courseware developed Prepares and updates PowerPoint presentation, video clips, movie	A12. Number of trainings attended related to instruction A13. Number of long examinations administered and checked A14. Number of quizzes administered examination for subjects taudht A14. Number of quizzes administered examination for subjects taudht A15. Number of lab reports and term Prepares and checks quizzes for lec and lab A16. Number of students advised: A17. Number of students advised on thesis/field practice/special problem: As Thesis Adviser As Thesis Adviser Advises, and corrects research outline and thesis/SP manuscript A18. Number of students entertained for consultation purposes A19. Number of Student organizations A20. Number of Student organizations A21. Number of lab reports and term papers submitted as required Attended national term prepares and the submitted as required Attended national term prepares and the submitted as required Attended national term prepares and the submitted as required Attended national term prepares and the submitted term papers submitted as required Attended national term prepares and usual term papers and term papers submitted as required Attended national term prepares and usual term papers and term papers submitted as required Attended national term prepares and usual term papers and usual term papers and usual term papers and usual term papers and usual term prepares and usual term papers and usual term prepares and usual term prepares and usual term papers and papers and usual term papers and usual term papers and usual term papers and papers and usual term papers and usual term papers and usual term papers and papers and usual term papers and papers and usual term papers and papers	Attend mandated trainings 1 1	A12 Number of trainings attended related to instruction Attend mandated trainings 1 1 5	A12. Number of trainings attended related to instruction Attend mandated trainings 1 1 5 5 5	### Attend mandated trainings 1 1 5 5 5 ### Related to instruction ### Additional mandated trainings 1 1 5 5 5 ### Related to instruction ### Additional mandated trainings 1 1 5 5 5 ### Additional mandated trainings 1 1 5 5 5 ### Additional mandated trainings 1 1 5 5 5 ### Additional mandated trainings 1 1 5 5 5 ### Additional mandated trainings 1 1 5 5 5 ### Additional mandated trainings 1 1 5 5 5 ### Additional mandated trainings 1 1 1 5 5 ### Additional mandated trainings 1 1 1 5 5 ### Additional mandated trainings 1 1 1 5 5 ### Additional mandated trainings 1 1 1 5 5 ### Additional mandated trainings 1 1 1 1 1 ### Additional mandated trainings 1 1 1 1 ### Additional mandated trainings 1 1 1 1 1 ### Additional mandated trainings 1 1 1 1 ### Additional mandated trainings 1 1 1 1 1 ### Additional mandated trainings 1 1 1 1 ### Additional mandated trainings 1 1 1 1 1 ### Additional mandated trainings 1 1 1 1 1 ### Additional mandated trainings 1 1 1 1 ### Additional mandated trainings 1 1 1 1 ### Additional mandated trainings 1 1 1 1 ### Additional mandated trainings and checks long examination for examinatio	A12. Number of trainings attended related to instruction A13. Number of long examinations Administers and checks long examinations Administered and checked A14. Number of quizzes administered A15. Number of quizzes administered A16. Number of quizzes administered A17. Number of quizzes administered A18. Number of quizzes administered A18. Number of quizzes administered A18. Number of lab reports and term Papers submitted as required A18. Number of students advised: Acts as academic adviser to Students advised A18. Number of students advised on thesis/ field practice/special problem: A47. Number of students advised on thesis/ field practice/special problem: A5. SRC Chairman / Member Advises, and corrects research A18. Number of students entertained A18. Number of students entertained Entertains students consulting on A18. Number of students entertained Entertains students consulting on A19. Number of Students entertained Entertains students consulting on A19. Number of Student organizations A20. Number of Student organizations Assists student organizations A20. Number of Student organizations A21. Number of Student organizations A22. Number of Student organizations A23. Number of Student organizations A24. Number of St

.

1) (1)

,	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc. Submits the courseware duly	4	27	5	5	5	5.00	Assessments embedded within interactive learning module: Zool11=10; MarB117=7; Biol152=5; + exam for deferred/INC students=2: long exam=3
	A 23 : Number of online courseware reviewed A 24 : Number of virtual classroom created and operational		1	3	5	5	5	5.00	Created and updated Virtual Classrooms in Biol152, MarB117, and Zool 11; Backup sites for eLearning sites (e3pz.com
Pl 11. Additional outp	uts A 25. Number of Additional outputs Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	2	5	5	5	5.00	Prepared and summarized survey for Graduate Trace Study for compliance to AACCUP and List of Alumni
		Working Committee for other accreditation work / university ranking	1	2	5	4	5	4.67	1. Times Higher Education (THE) Impact Ranking 2. ASEAN University Network - University Performance Metrics (AUNUPM) ranking
	Agency/firm/Industry linkages	Coordinates with potential firms							
	A 26. Other outputs implementing the new normal due to covid 19	Reviewed OBE syllabi and IMs as Member of DIMRC	1	1	5	5	5	5.00	Reviewed, edited, and checked formatting of DBS
, t	-, t	Reviewed TOS as Member of DIMRC	1	10+	5	5	5	5.00	Reviewed TOS for long exams
, i	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Collated applicant ratings using an improvised rating tool*	1	5	5	5	5	5.00	Tool used during scoring onew applicants*
and the second s	, , , , , , , , , , , , , , , , , , ,	4. OBE Syllabi	1	3	5	5	5	5.00	Biol 152, MarB 124, and MarB 198 approved OBE syllabi
g f	nagaharan na n	5. Participation in Dept. Activities	1	3	5	5	5	5.00	Orientation Seminar, AACCUP opening and exi conference, etc.

PI 1. Number of research	A27. Number of research outputs in the last	Conducts research for possible							
PI 2. Number of research	A 28. Number of research outputs completed	Conducts and completes research	1	on going	5	5	5	5.00	CRM / AR project
outputs completed within the	within the year *	project within the year							
PI 3. Percentage of research	A 29. Percentage of research outputs published	Writes publishable materials out of							
outputs published in	in internationally-refereed or CHED recognized	research outputs and submits for							
into mationally referred or ,	In refereed int# journals	In this lie ation of the state							
	In refereed nat'l/regional journals	, , , , , , , , , , , , , , , , , , , ,						,	
PI 4. Number of research	A 30. Number of research outputs presented in	Prepares, submits and presents			1			,	
outputs presented in	regional/national/ int'l fora/conferences.*	research paper in scienfic for							
	In-house Review		1	1	5	5	5	5.00	Contributed for report in Annual In-House Revie
	In int'l fora/conferences			, t					
	In nat'l/regional fora/conferences							,	
PI 5. Percent of research	A 31. Percentage of of research proposals	Prepares research proposals,			Π,			,	
PI 6. Additional outputs*	A 32. No. of research-related awards (research								1
	A 33. Number of journal articles/scientific paper	Acts as peer reviewer of journal		,					
	A 34. Number of UMs submitted to	Prepares and submits application							
	A 35.Other outputs implementing the	Attend webinars related to						,	
		2. CHED DARETO project	1	1	5	5	5	5.00	Contributed to the CHE
		presentation and terminal report							terminal report monitori presentation and termin report documents
	,	CHED DARETO meeting and on-site validation activity	1	1	5	5	5	5.00	Participated in the CHE on-site activity
O 4. EXTENSION SERVICE	ES			,					,
PI 1. Number of active	A 36. Number of active partnerships with LGUs,	Identifies and links with probable			1			,	
PI 2. Number of trainees	A 37. Number of trainees weighted by the	Conducts trainings among						,	
PI 3. Number of extension	A 38. Number of extension programs/projects	Implementes duly approved							
PI 4. Percentage of	A 39. Percentage of beneficiaries who rated the	Provides quality and relevant			1.			,	
PI 5. Number of	A 40 . Number of technical/expert services	Provides the technical and expert			1			,	
Research Mentoring	Research Mentor			,	T'.				
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons		·						,	
Convenor/Organizer	Convenor/Organizer								
Consultancy	Consultant								
Evaluator	Evaluator								
PI 8. Percent of extension	A 41. Percent of extension proposals approved	Prepares extension project							
	A 42. No. of extension-related awards (extn.				,,				
	A 43.Other outputs implementing the	Designs extension related			7				

100 - 1 1

UMFO 6. General Admin. &	Support Services (GASS)					
Pl 2. Zero percent complaint	A 46. Customerly friendly frontline services	Provides customer friendly	Zero % complaint			
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced	Initiates/introduces improvements				
	A 48.Other outputs implementing the	Designs				
Total Over-all Rating		1			119.0	0
Average Rating					4.96	
Adjectival Rating						
Evaluated & Rated by:	Recommending Approval	Approved by:		Comments and Recommendations for Development Purpose: Publish resear		

outputs

ANALYN M. MAZO
Department Head, DBS
Date:

MA. THERESA P. LORETO
Dean, CAS
Date: 7/28/2022

BEATRIZ S. BELONIAS

Vice President for Academic Affairs
Date: 7 - 78 - 7-

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Art Russel Flandez Performance Rating: Outstanding
Aim: Pursue graduate studies
Proposed Interventions to Improve Performance:
Date: January 2022 Target Date: December 2022
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 and scholarship
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