

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: ART RUSSEL R. FLANDEZ

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (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: 4.927Add: Additional Points, if any: noneTOTAL 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**.


Art Russel R. Flandez
 Assistant Professor III
 Date: 7/27/2022

Approved:


ANALYN M. MAZO
 Department Head
 Date: 7/28/2022


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

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
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management 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 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	10	33.75	5	5	4	4.67	Handled Ecol 21n Lec, MarB 124 Lec and Lab, MarB 198, MarB 200
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	3	5	5	4	4.67	Grades for Ecol 21n Lec, MarB 124 Lec and Lab,

		A 11 . 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	5	5	5	5.00	Submitted deferred grades 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 administered and checked	Administers and checks long 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 (digital) assignments or quizzes for 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 Ecology)
	PI 8: Number of students advised: *	A16 . Number of students advised:	<i>Acts as academic adviser to students</i>	10	17	5	5	5	5.00	Academic adviser to BSBio (old curriculum) and BSMB
		A17 . Number of students advised on thesis/ field practice/special problem:								
		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 students thru email, messenger, VSUEE forum discussion
	PI 9: Number of student	A19 . Number of Student organizations advised	<i>Advises student organizations</i>							
		A20 . Number of Student organizations	<i>Assists student organizations in</i>							
	PI 10: Number of instructional	A 21 : Number of online courseware developed	<i>Prepares and submits for review</i>							
		On-line ready courseware	<i>Prepares Instructional</i>							
		Supplemental learning resources	<i>Prepares and updates PowerPoint presentation, video clips, movie clips, reading materials and assignments depending on course</i>	3	5	5	5	5	5.00	Updated interactive eLearning and course materials for online classes

UMFO 6. General Admin. & Support Services (GASS)								
PI 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							119.00	
Average Rating							4.96	
Adjectival Rating								

Evaluated & Rated by:

Recommending Approval

Approved by:

Comments and Recommendations for
Development Purpose: Publish research
outputs

ma
ANALYN M. MAZO
Department Head, DBS
Date: *xp21wn*

ma *OTC-7/28/22*
MA. THERESA P. LORETO
Dean, CAS
Date: *7/28/2022*

B.
BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: *7-28-22*

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