SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **HERNANDO L. MONDAL**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.69X.50 =2.34	
b. Students (50%)		3.75X.50 = 1.89	
Total for Instruction	80%	4.22	3.38
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	20%	4.83	0.97
5. Production			
TOTAL			4.35

EQUIVALENT NUMERICAL RATING:
Add: Additional Points, if any: 4.35
TOTAL NUMERICAL RATING:

ADJECTIVAL RATING: Very Satisfactory

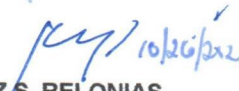Prepared by: Reviewed by:

_____ 10/29/21   10/24/21
HERNANDO L. MONDAL   **ANATOLIO N. POLINAR**
Name of Faculty   Department Head

Recommending Approval:

DENNIS P. PEQUE 10/25/2021
Dean

Approved:

10/26/2021
BEATRIZ S. BELONIAS
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Hernando L. Mondal**, a faculty member of the ___DEPARTMENT OF FORESTRY__ 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 from **January to June, 2021**.

Approved:

HERNANDO L. MONDAL
Assistant Professor III
Date: 10/5/21

ANATOLIO N. POLINAR
Department Head
Date: 10/6/21

DENNIS P. PEQUE
College Dean
Date: 16/8/021

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activ	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timelines s	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1. ADVANCED EDUCATION SERVICES				Non member of graduate faculty							
OVPI MFO 2. Graduate Student Management Services											
	PI 4: Total FTE coordinated, implemented & monitored*	**A1**. Actual Faculty's FTE		Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	**A2**. Number of students advised		Acts as academic adviser to graduate students							
		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							
		A4. Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty							

PI 9: Number of instructional materials developed *	A5. 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								
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught								
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.								
	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								
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom								
PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal								

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	$\frac{24.35\ (243.5\%)}{10}$		5	5	5	5	FMgt 121 lab & Lec, Fsci 131 lab & lec, Fory 200A.1 and Fory 200a.3
	A10. Number of grade sheets submitted within prescribed period	Prepar Prepares gradesheet and submits on or before deadline	2	$\frac{3\ (150\%)}{2}$		5	4.5	4.5	4.67	Fory 200, FMgt 121 and Fsci 131
	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								

		A12. Number of trainings attended related to instruction	T...ttend mandated trainings / al ni	1	$\frac{2(20...)}{1}$		5	4.5	4.5	4.67	Silvicultural pracices and tree health mgt and Working the night shift:Surveying nocturnal Ants
		A13. Number of long examinations administered and checked	ex a m	Administers and checks long examination for subjects taught	3	$\frac{4(133.33\%)}{3}$		5	4.5	4.5	4.67	FMgt 121 & Fsci 131 midterm and Final exam
		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	5	$\frac{6\ (120\%)}{5}$		5	4.5	45	467	Assessment and Learning Task FMgt 121 & Fsci131
		A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	5	$\frac{10\ (200\%)}{5}$		5	45	45	4.67	Fsci131 and FMgt 121 laboratories report
PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviser to students	3	$\frac{8\ (266.66\%)}{3}$						Cawaling, MA., Cortez, R., Soia, C., CapunongKJ., Caindoc, KM., De leon, B., Degello, Dejesus
	A17. Number of students advised on thesis/ field practice/special problem:										
		As SRC Chairman	Ad vis ing /co	Advises, and corrects research outline and thesis/SP manuscript	1	$\frac{2\ (200\%)}{1}$		5	4.5	45	4.67	Cebreors & Maupoy
		As SRC Member	Ad vis ing /co	Advises and corrects research outline and thesis/SP manuscript	0							
		A18. Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	1	$\frac{2(200\%)}{1}$		5	4.5	45	4.67	Lagahit & Magtuba
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised		Advises student organizations recognized by USOO	0							
	A20. Number of Student organizations assisted on student related activities		Assists student organizations in implementing student	0							
PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :		Prepares and submits for review by the Technical Review Panel								

PI	A	Measure	Description	Target	Accomplishment						Remarks
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	$\frac{1\,(10...)}{1}$	4.5	5	4.5	4.67		Fsci 131
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	$\frac{5(125\%)}{4}$	5	4.5	4.5	4.67		Fmgt 121 & Fsci 131
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	$\frac{3(100\%)}{3}$	4.5	4.5	4.5	4.5		
		A 23 : 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	$\frac{2\,(200\%)}{1}$	5	4.5	4.5	4.67		FMgt 121 & Fsci 131
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	$\frac{2\,(200\%)}{1}$	5	5	5	5		Fsci 131 & FMgt 121
	PI 11. Additional outputs	A 25. 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							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	$\frac{1\,(100\%)}{1}$	4.5	4.5	4.5	4.5		EDC
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0							
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	0							
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research or poject within the year	0							

	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			0					
		In refereed nat'l/regional journals			1	0 (0%)				
	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 scienfic for a/conferences	0					
		In int'l fora/conferences			0					
		In nat'l/regional fora/conferences			0					
	PI 5. Percent of research proposals approved *	**A 31.** 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								
		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					
		A 34. Number of UMs submitted to ITSO, VSU	U M pr ep	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					
UMFO 4. EXTENSION SERVICES										
	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	0 (0%)				

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	Implementes duly approved extension projects	0						
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	**A 39**. 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						
PI 5. Number of technical/expert services	*A 40. Number of technical/expert services as/in:*	Provides the technical and expert services requested by beneficiaries							
Research Mentoring	*Research Mentor*		0						
Peer reviewers/Panelists	*Peer reviewers/Panelists*		0						
Resource Persons	*Resource Persons*		0						
Convenor/Organizer	*Convenor/Organizer*		0						
Consultancy	*Consultant*		0						
Evaluator	*Evaluator*		0						
PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	0						

PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *			0						
	A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal		0						

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

PI 8.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*	A 44. Compliance to all requirements of theQMS 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	100% Compliant	5	5	4.5	4.83	
	A 45. Compliance to all requirements of the program and institutional accreditations:	Mi nu tes Pr	Prepares required documents and complies all requirements as prescribed in the accreditation tools	0	100% Compliant	5	5	4.5	4.83	
	On program accreditations	Pil ot		0	100% Compliant	5	5	4.5	4.83	
	On institutional accreditations	S SE		0	100% Compliant	5	5	4.5	4.83	

UMFO 6. General Admin. & Support Services (GASS)

PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		0	100% Compliant	5	5	5	5	
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice		0						
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal		0						
	Attend meeting	CFES, Faculty and Committee meeting		4	$\frac{4}{4}$(100%)	4.5	5	5	4.83	CFES and DFS
	Number of documents drafted	Minutes		2	$\frac{4}{2}$ (200%)	5	4.5	4.5	4.67	CFES and DFS

Total Over-all Rating			99.52							
Average Rating			4.74							
Adjectival Rating			Outstanding							1. Has to publish research articles. 2. Submit online courseware to MMDC for editing.

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Evaluated & Rated by:

ANATOLIO N. POLINAR
Department Head
Date: 17/7/21

Recommending Approval

DENNIS P. PEQUE
Dean, CFES
Date: 10/8/2021

Approved by:

BEATRIZ S. BELONIAS
Vice President for ~~Instruction~~ Academic Affairs
Date: 10/9/2021

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **HERNANDO L. MONDAL**

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	January 1, 2021	June 2021	June 30, 2021	Very Impressive	Outstanding	Submitted grades on time. Entertains the concerns of all advisees and other BSF students during enrollment as being the Focal Person of VSU Online Enrollment Taskforce in the department.
2	Attends trainings, seminars and workshops.	Very Impressive	January 1, 2021	June 2021	June 30, 2021	Impressive	Very Satisfactory	Attended trainings as DFS Enrollment Focal Person and Department based Guidance Facilitator.

3	Attends meetings and workshops as per instructed by immediate Head.	Very Impressive	January 1, 2021	June 2021	June 30, 2021	Very Impressive	Outstanding	Attentively attends meetings
4	Performs other functions such as; DFS Secretary and Chairmanship and/or member of committees in the department.	Very Impressive	January 1, 2021	June 2021	June 30, 2021	Impressive	Outstanding	Able to multitask to maintain productivity

*Either very impressive, impressive, needs improvement, poor, very poor
**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

10/7/21

ANATOLIO N. POLINAR
Unit Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Hernando L. Mondal
Performance Rating **: 4.35 (Very Satisfactory) January - June 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: January 2021   Target Date: March 2021
First Step:

Required Dr. Mondal to conduct research on insect diversity assessment and natural resources management..

Result:

Actively conducted research on insect diversity assessment in selected sites in Leyte; and Mt. Pangasugan.

Date: April 2021   Target Date: June 2021
Next Step:

Collect sufficient research data, analyze data collected, and write scientific articles for publication.
Outcome:

Dr. Mondal scientific articles for review and possible publication.

Final Step/Recommendation:

Dr. Mondal may share and/or disseminate relevant output or findings of his research to farmers and other possible stakeholders.

Prepared by:

10/24/21

ANATOLIO N. POLINAR
Unit Head

Conforme:

10/24/21

HERNANDO L. MONDAL
Ratee