


**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
(JANUARY – JUNE 2019)**

Name of Faculty Member: **BEATRIZ S. BELONIAS**

Program Involvement	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
Instruction	5.0 x 50%=2.5	30	1.5
Students (50%)	5.0 x 50%=2.5		
Total for Instruction			
Research	4.864	10	0.486
Extension	4.83	10	0.483
Support to Operations (STO)	4.97	10	0.497
Gen. Admin. & Support Services (GASS)	4.949	40	1.979
Total			4.945

Equivalent numerical rating 4.945
Add: additional Points if any: _____
Total Numerical Rating: 4.945
Adjectival rating: "O"


Prepared by:


BEATRIZ S. BELONIAS
Name of Researcher / Faculty

Reviewed by:


OTHELLO B. CAPUNO
VP – Research & Extension

Approved


EDGARDO E. TULIN
President

6/21/19
11/25/19

P. PRADO


Visayas State University
INSTRUCTION
Visca, Baybay City, Leyte

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, **BEATRIZ S. BELONIAS**, Vice President for Instruction, 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 to June, 2019.


EDGARDO E. TULIN
President


BEATRIZ S. BELONIAS
VP for Instruction

Success Indicators		Responsible Units	Target	Actual Accomplishments	Rating				REMARKS
					Q1	E2	T3	A4	
DEPARTMENT OF BIOLOGICAL SCIENCES									
DBS MFO 1: Higher Education Services									
	FTE:								
	Undergraduate Courses	BSBelonias	5	14.25	5	5	5	5	
	No. of undergraduate students served as thesis adviser/SRC chairman or member	BSBelonias	1	6	5	5	5	5	
DBS MFO 2: Advanced Education Services									
	FTE :								
	Graduate courses	BSBelonias	3	9	5	5	5	5	
	No. of graduate students served as major adviser/GAC Chairman/Member	BSBelonias	1	2	5	5	5	5	20
DBS MFO 3: Research services		BSBelonias							
	Amount of research funds/resources obtained	BSBelonias	200,00.00	274000.00	5	5	5	5	
	No. of project reports prepared and submitted	BSBelonias	1	1	5	4.8	4.8	4.76	
	No. of scientific articles reviewed /edited (as reviewer and associate editor of ATR)	BSBelonias	2	4	5	4.8	4.5	4.76	
	No. of research projects /studies conducted/involved	BSBelonias	1	as project leader, 2 as study leader	5	4.8	4.8	4.8	
	No. of articles submitted for publication	BSBelonias	1	2	5	5	5	5	24
DBS MFO 4: Extension services									

No. of clients seeking expert services as subject matter specialist (plant identification)	BSBelonias,	3	12	5	4.5	5	4.83	
No. of extension projects conducted	BSBelonias,	1	1.00%	5	5	5	4.83	

4.66/2 = 4.83

OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION

OVPI MFO 1. Higher Education Services

PI 1: Total FTE monitored	OVPI, Department	10	15.00	5	5	5	5.00	
PI 2: Number of new undergraduate curricular program compliant to CMO, approved and offered	OVPI, Department, Univ. Curriculum Committee	26	30					
PI 3: Number of existing curriculum proposal subjected to evaluation and compliant to CMO	OVPI, Department, University Curriculum	3	3	5	5	5	5.00	
PI 4: Percentage increase in number of undergraduate students enrolled	OVPI, Registrar, College,	50%	80.00%	5	5	5	5.00	
PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period	OVPI, Registrar, College, Department	10%	41.00%	5	5	5	5.00	
PI 6: Percentage passing of students in licensure board examination over the national passing	OVPI, Department, Registrar, URC	60%	98%	4	5	5	4.67	

OVPI MFO 2. Student Management Services

PI 1: Percentage increase of students enrolled in different degree programs	OVPI, Department,	50%	80.00%	5	5	5	5.00	
PI 2: Number of students awarded with scholarship/fellowship/grants/assistantships	OVPI, Department, Registrar, USSO, Units	1100	1260	5	5	5	5.00	
PI 3: Number of graduates gainfully employed in jobs related to their undergraduate programs	OVPI, Department, Registrar, USSO, Units	180	230	5	5	5	5.00	
PI 4: Number of students availing of dormitory facilities	OVPI, USSO	1800	1800	4	5	5	4.67	
PI 5: Number of undergraduate students awarded with honors/distinction	OVPI, Department,	250	703	5	5	5	5.00	

UMFO 5. Support to Operations (STO)

OVPI MFO 1. Faculty Development Services

PI 1: Number of faculty pursuing advanced research degree programs facilitated, monitored and assisted	OVPI, ODAHRD, SFAC, Department	20	86	5	5	5	5.00	
PI 2: Number of faculty availing of scholarships								
VSU Fellowship/Financial Assitanship		25	136					
National		10	85					
International		5	10					
PI 3: Number of faculty sent for trainings, seminars, conferences		15	123	5	5	5	5.00	

OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 1: Number of faculty recruited/hired aligned with ISO standards	OVPI, ODAHRD, APB,	5	5	4	5	5	4.67	
OVPI MFO 3. Faculty Evaluation Services									
	PI 1: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated	OVPI, Department, admin staff	65%	95%	5	5	5	5.00	
OVPI MFO 4. Admission & Registration Services									
	PI 1: Number of graduating junior high school (K10) students promoted to SHS	OVPI, USSO, Registrar's Off	200	251	5	5	5	5.00	
	PI 2: Number of students enrolled and validated within scheduled regular registration period	OVPI, USSO, Registrar's Off	300 / 3000	373 / 6199	5	5	5	5.00	
OVPI MFO 5. Guidance and Counseling & Support to Students Services									
	PI 1: Number of guidance activities conducted	OVPI, USSO	1	3	5	5	5	5.00	
	PI 2: Percentage of students who have availed of guidance and counseling services	OVPI, USSO	80%	100%	5	5	5	5.00	
	PI 3: Number of students awarded scholarship and grants	OVPI, USSO	1,000	2,570	5	5	5	5.00	
	PI 4: Number of best practices on students services implemented	OVPI, USSO							
OVPI MFO 6. Library Services									
	PI 1: Percentage increase in the number of students, faculty and staff availing the Library services	OVPI, Univ Lib	95%	99%	5	5	5	5.00	
	PI 2: Percentage increase in the number of students, faculty, researchers and staff availing the Library resources and facilities	OVPI, Univ Lib	95%	99%	5	5	5	5.00	
	PI 3: Number of best Library practices introduced which increase demand to avail of Library services	OVPI, Univ Lib	6	8	5	5	5	5.00	
OVPI MFO 7. Distance Education Services									
	PI 1: Number of distance education curricular programs implemented	OVPI, OGS, OPO,	4	5	5	5	5	5.00	
	PI 2: Percentage increase in the number of extramural students enrolled	OVPI, OGS, OPO,	1%	15.78%	5	5	5	5.00	
	PI 3: Number of extramural students graduated within the prescribed period	OVPI, OGS, OPO,	2	2	4	5	5	4.67	
OVPI MFO 8. Program and Institutional Accreditation Services									
	PI 1: Number of graduate degree program specializations which passed accreditation/evaluation of at least Level 1	OVPI, QAC, OGS, Department	5	8	5	5	5	5.00	
	PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards	OVPI, QAC, ODAHRD	50%	65%	5	5	5	5.00	
	PI 3: Number of degree programs compliant with CHED	OVPI, QAC, College, Department	13	17	5	5	5	5.00	
OVPI MFO 9. Development Broadcasting & Communication Services									

PI 1: Number of technical services rendered	OVPI, DYDC	70	120	5	5	5	5.00	
PI 2: Number of radio programs developed and aired	OVPI, DYDC	120	157	5	5	5	5.00	
PI 3: Number of guests invited and interviewed on air	OVPI, DYDC	20	20	5	5	5	5.00	
PI 4: Number of beneficiaries/clientele served	OVPI, DYDC	100	130	5	5	5	5.00	
PI 5: Number of queries served on time	OVPI, DYDC	100	800	5	5	5	5.00	

UMFO 6. General Administration and Support Services (GASS)

OVPI MFO 1. Administrative and Facilitative Services

PI 1: Number of colleges, departments & support units supervised, monitored & coordinated	OVPI, College, Department	45	45	4	5	5	4.67	
PI 2: Number of management meetings conducted	OVPI, College, Department	50	82	5	5	5	5.00	
PI 3: Number of documents acted	OVPI, College, Department	700	4300	5	5	5	5.00	
PI 2: Number of university committees/ boards/council chaired & coordinated	OVPI, College, Department	6	7	5	5	5	5.00	
PI 5: Number of frontline academic services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously	OVPI, College, Department, Units	13	13	4	5	5	4.67	
PI 6: No. of new faculty recruited/hired using procedures aligned with ISO standards	OVPI, ODAHRD, PRPEO, APB, College, Department	100	146	5	5	5	5.00	
PI 7: No. of newly hired faculty oriented with university policies and procedures	OVPI, ODAHRD, PRPEO	20	35	5	5	5	5.00	
PI 8: Percentage of faculty evaluated by their students	OVPI, PRPEO, Department,	90%	100%	5	5	5	5.00	
PI 9: Percentage implementation of SPMS & PBB	PMT	95%	100%	5	5	5	5.00	

OVPI MFO 2. Frontline Services

PI 1. Efficient and customer-friendly frontline service	Zero percent of complaints not acted	0	Minor complaints	5.0	5.0	5.0	5.00	
Best practices/new initiatives	All offices under the							
<i>Proposed Affirmative Action on the enrollment of college Freshmen</i>				5	5	5	5.00	
<i>Proposal to grant teaching overload to faculty</i>				5	5	5	5.00	
<i>Proposed Amendments to the policy on Availament of financial support from the Faculty Development Fund</i>				5	5	5	5.00	
<i>Spearheaded in the deliberation and approval of the 3 new curriculum proposals: BS Math, BS Applied Physics, AB Philosophy</i>								
Total Over-all Rating				278.80	283.90	284.10	281.98	
Average Rating				4.56	4.91	4.88	4.79	

114.34/23 = 4.97

64.34/13 = 4.949

Adjectival Rating					4.79	
Average Rating (Total overall rating divided by 4)						
Additional Points: Punctuality						
Approved additional points (with copy of approval)						
FINAL RATING						4.79
ADJECTIVAL RATING						OUTSTANDING

Evaluated and Rated by:	APPROVED:
 EDGARDO E. TULIN President Date:	 EDGARDO E. TULIN President Date: 