

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS  
July-December 2023**

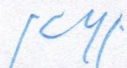
Name of Faculty Member: **BEATRIZ S. BELONIAS**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.495	
b. Students (50%)		2.5	
Total for Instruction	40%	4.995	1.998
2. Research			
a. Client/Dir. for Research (50%)		2.5	
b. Dept. Head/Center Director (50%)		2.5	
Total for Research	30%	5.0	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		2.5	
b. Dept Head/Center Director (50%)		2.5	
Total for Extension	15%	5.0	0.75
4. Administration	10%	4.98	0.498
5. Production	5%	5.0	0.25
TOTAL			4.996

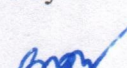
EQUIVALENT NUMERICAL RATING: 4.996  
 Add: Additional Points, if any: 0  
 TOTAL NUMERICAL RATING: 4.996

ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:

  
**BEATRIZ S. BELONIAS**  
 Name of Faculty

Reviewed by:

  
**ANALYN M. MAZO**  
 Department Head, DBS

Approved:

  
**DANIEL LESLIE S. TAN**  
 OIC-President



Visayas State University  
OFFICE OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS  
Visca, Baybay City, Leyte

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, **BEATRIZ S. BELONIAS**, Vice President for Academic Affairs, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2023

BEATRIZ S. BELONIAS  
VP for Academic Affairs

DANIEL LESLIE S. TAN  
OIC-President

Success Indicators		Target	Actual Accomplishments	Rating				REMARKS
				Q1	E2	T3	A4	
DEPARTMENT OF BIOLOGICAL SCIENCES								
DBS MFO 1: Higher Education Services								
FTE : Undergraduate Courses		0	1.05	5	5	5	5.00	Botn 122 Lecture
DBS MFO 2: Advanced Education Services								
FTE : Graduate courses		1	3.33	5	5	5	5.00	BOTN215 lec
		3	12	5	5	5	5.00	
No. of graduate students served as major adviser/GAC Chairman/Member		1	4	5	5	5	5.00	RCaballes, FRRivera, CMJaron, AArellano
DBS MFO 3: Research services								
Amount of research funds/resources obtained		300,000	1M	5	5	5	5.00	Morpho-anatomical and physiological adaptations of selected crops to acid soils
No. of project reports prepared and submitted		1	4	5	5	5	5.00	
No. of scientific articles reviewed /edited (as reviewer and associate editor of ATR)		1	2	5	5	5	5.00	
No. of research projects /studies conducted/involved		1	3.00	5	5	5	5.00	Morpho-anatomical and physiological adaptations of selected crops to acid soils
DBS MFO 4: Extension services								



No. of clients seeking expert services as subject matter specialist	2	4	5	5	5	5.00	
No. of extension projects conducted	1	1.00	5	5	5	5.00	Identification of plant specimens
<b>OFFICE OF THE VICE PRESIDENT FOR academic affairs</b>							
<b>OVPI MFO 1. Higher Education Services</b>							
PI 1: Total FTE monitored	115	13, 500	5	5	5	5	
PI 2: Number of new undergraduate curricular program compliant to CMO, approved and offered	26	30	5	5	5	5.00	
PI 3: Number of existing curriculum proposal subjected to evaluation and compliant to CMO	6	13	5	5	5	5.00	
PI 4: Percentage increase in number of undergraduate students enrolled	20%	45.09%	5	5	5	5.00	
PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period	10%	47.72%	5	5	5	5.00	
PI 6: Percentage passing of students in licensure board examination	62%	70.30%	4	5	5	4.67	
<b>OVPI MFO 2. Student Management Services</b>							
<b>UMFO 5. Support to Operations (STO)</b>							
<b>OVPI MFO 1. Faculty Development Services</b>							
PI 1: Number of faculty pursuing advanced research degree programs facilitated, monitored and assisted	25	90	5	5	5	5.00	
PI 2: Number of faculty granted with external scholarship	8	11	5	5	5	5.00	
PI 3: Number of faculty granted with internal fellowship grants	5	7	5	5	5	5.00	
PI 4: Number of faculty granted with sabbatical leave	2	5	5	5	5	5.00	
PI 5: Number of trainings, seminars, conferences attended by faculty	33	684	5	5	5	5.00	
<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>							
PI 1: Number of faculty recruited/hired aligned with ISO standards	5	63	5	5	5	5.00	
<b>OVPI MFO 3. Faculty Evaluation Services</b>							
PI 1: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated	65%	100%	5	5	5	5.00	(2nd sem A.Y. 2022-2023- 100 %), 1st sem 2023-2024- Ongoing)
<b>OVPI MFO 4. Admission &amp; Registration Services</b>							
PI 1: Number of graduating junior high school (K10) students promoted to SHS	200	251	5	5	5	5.00	
PI 2: Number of students enrolled and validated within scheduled regular registration period	300 / 3000	373 / 6199	5	5	5	5.00	
<b>OVPI MFO 7. Distance Education Services</b>							



PI 1: Number of distance education curricular programs implemented	4	5	5	5	5	5.00	
PI 2: Percentage increase in the number of extramural students enrolled	1%	17.28%	5	5	5	5.00	
PI 3: Number of extramural students graduated	1	3	5	5	5	5.00	
<b>OVPI MFO 8. Program and Institutional Accreditation Services</b>							
PI 1: Number of graduate degree program specializations which passed accreditation/evaluation of at least Level 1	5	8	5	5	5	5.00	
PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards	50%	65%	5	5	5	5.00	
PI 3: Number of degree programs compliant with CHED and obtained a COPC	6	13	5	5	5	5.00	
<b>OVPI MFO 9. Development Broadcasting &amp; Communication Services</b>							
PI 1: Number of technical services rendered	70	120	5	5	5	5.00	
PI 2: Number of radio programs developed and aired	120	157	5	5	5	5.00	
PI 3: Number of guests invited and interviewed on air	20	20	5	5	5	5.00	
PI 4: Number of beneficiaries/clientele served	100	130	5	5	5	5.00	
PI 5: Number of queries served on time	100	800	5	5	5	5.00	
<b>UMFO 6. General Administration and Support Services (GASS)</b>							
<b>OVPI MFO 1. Administrative and Facilitative Services</b>							
PI 1: Number of colleges, departments & support units supervised, monitored & coordinated	40	40	4	5	5	4.67	
PI 2: Number of management meetings conducted	25	90	5	5	5	5.00	
PI 3: Number of documents acted	500	6308	5	5	5	5.00	
PI 2: Number of university committees/ boards/council chaired & coordinated	4	8	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	10	10	5	5	5	5.00	
PI 6: No. of new faculty recruited/hired using procedures aligned with ISO standards	100	146	5	5	5	5.00	
PI 7: No. of newly hired faculty oriented with university policies and procedures	20	35	5	5	5	5.00	
PI 8: Percentage of faculty evaluated by their students with at least an S rating	90%	98%	5	5	5	5.00	
<b>OVPI MFO 2. Frontline Services</b>							
PI 1. Efficient and customer-friendly frontline service	0	100 % resolved	5	5	5	5.00	0 complaint unresolved
<b>Best practices/new initiatives/Other Outputs:</b>		100%					



	Proposal to revise the contractual obligation in the scholarship contract of Faculty-Scholars approved by BOR Admin-Acad Subcommittee			5	5	5	5.00	
	Fastracked the approval of applications for COPC			5	5	5	5.00	
	Proposal on increse in hourly rate of part-timers, Prof. Emeriti, and Adjunct Professors approved by BOR-Admin-Acad Subcommittee			5	5	5	5.00	5
	Spearheaded the conduct of university-wide curriculum and instruction review			5	5	5	5.00	
	Proposal on Faculty Industry Immersion approved by BOR-Admin-Acad Committee			5	5	5	5.00	
	Spearheaded in the evaluation of 289 faculty across the 5 campuses for position reclassification, 41 of whom were endorsed for Professor position and 14 for University Professor Position			5	5	5	5.00	
Total Over-all Rating	d			253.00	255.00	255.00	254.33	
Average Rating				4.96	5.00	5.00	4.99	
Adjectival Rating				4.99				
	Average Rating (Total overall rating divided by 4)							
	Additional Points: Punctuality Approved additional points (with copy of approval)	<i>Excellent Leader! Gets things/work done fast!</i>						
	FINAL RATING	4.99						
	ADJECTIVAL RATING	OUTSTANDING						

Evaluated and Rated by:

  
DANIEL LESLIE S. TAN

OIC-President

Date: 1/24/24

APPROVED:

  
DANIEL LESLIE S. TAN

OIC- President

Date: 1/24/24



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Beatriz S. Belonias

Performance Rating: Outstanding

Aim: Publish an article as sole author

Proposed Interventions to Improve Performance:

Date: January 2024 Target Date: December 2024

First Step:

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Develop an article from the research for submission to Scopus/WoS indexed journal

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Result:

Date: Jan 2024 Target Date: December 2024


Next Step:

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Outcome:

Final Step/Recommendation:

Prepared by:

  
**ANALYN M. MAZO**  
Immediate Supervisor

Conforme:

  
**BEATRIZ S. BELONIAS**  
Professor 6