

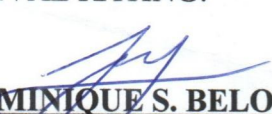
## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: TED DOMINIQUE S. BELONIAS

| Program Involvement<br>(1)          | Percentage<br>Weight of<br>Involvement<br>(2) | Numerical Rating<br>(Rating x%)<br>(3) | Equivalent<br>Numerical<br>Rating<br>(2x3) |
|-------------------------------------|---|--|--|
| 1. Instruction                      |   |  |  |
| Head/Dean (50%)                     |   | 4.71 x50% = 2.455                      |  |
| Students (50%)                      |   | 4.33 x50% = 2.165                      |  |
| Total for Instruction               | 95%   | 4.62                                   | 4.389                                      |
| 2. Research                         |   |  |  |
| Client/Dir. for Research (50%)      |   |  |  |
| Dept. Head/Center Director<br>(50%) |   |  |  |
| Total for Research                  | 5%  | 5                                      | 0.25                                       |
| 3. Extension                        |   |  |  |
| Client/Dir. For Extension (50%)     |   |  |  |
| Dept Head/Center Director<br>(50%)  |   |  |  |
| Total for Extension                 |   |  |  |
| 4. Administration                   |   |  |  |
| 5. Production                       |   |  |  |
| TOTAL                               | 100%  |  | 4.639                                      |

EQUIVALENT NUMERICAL RATING: 4.639  
 Add: Additional Points, if any: none  
 TOTAL NUMERICAL RATING: 4.639

ADJECTIVAL RATING: Very Satisfactory

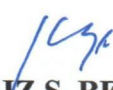
  
TED DOMINIQUE S. BELONIAS  
 Name of Faculty

  
ANALYN M. MAZO  
 Department Head

Recommending Approval:

  
MA. THERESA P. LORETO  
 Dean/Director

Approved:

  
BEATRIZ S. BELONIAS  
 Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Ted Dominique S. Belonias, 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-June 2023.

**TED DOMINIQUE S. BELONIAS**  
Instructor I  
Date: 7/25/23

Approved:  
**ANALYN M. MAZO**  
Department Head  
Date: 8/14/23

**MA. THERESA P. LORETO**  
College Dean  
Date: JUL 27 2023

| 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 numerators and denominators) |
|--|---|--|--|--------|-----------------------|---------|------------|------------|---------|---|
|  |   |  |  |        |                       | Quality | Efficiency | Timeliness | Average |   |
| UMFO 1. ADVANCED EDUCATION SERVICES              |   |  |  |        |                       |         |            |            |         |   |
| 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 |        |                       |         |            |            |         |   |
|  |   | AS GAC Member  | Advises and corrects research outline and thesis/SP/dissertation |        |                       |         |            |            |         |   |
|  |   | A4 . Number of students entertained for consultation                   | Entertains students seeking consultation with faculty            |        |                       |         |            |            |         |   |
|  | PI 9: Number of                                       | A5 . Number of on-line ready coursewares developed and                 | Converts the existing instructional materials into               |        |                       |         |            |            |         |   |
|  |   | On-line ready courseware   | Prepares instructional module/laboratory guide/workbook etc.     |        |                       |         |            |            |         |   |
|  |   | Supplemental learning resources  | Prepares Power Point presentation, video clips,                  |        |                       |         |            |            |         |   |
|  |   | Assessment tools   | Prepares assessment tools such as long exam, quizzes             |        |                       |         |            |            |         |   |



|   |   |   |   |       |       |   |   |   |      |  |
|---|---|---|---|-------|-------|---|---|---|------|--|
|   |   | A 6 : Number of on-line course<br>ware reviewed by TRP & edited by<br>MMDC editor | Submits the course ware<br>duly reviewed by TRP for<br>editing by MMDC editor   |       |       |   |   |   |      |  |
|   |   | A 7 : Number of virtual classroom   | Creates virtual classroom   |       |       |   |   |   |      |  |
| PI 10 . Additional outputs:                       |   | A 8. Other outputs implementing<br>the new normal due to covid 19                 | Designs experiential<br>learning activities and other<br>outputs to implement new<br>normal                                       |       |       |   |   |   |      |  |
|   |   |   |   |       |       |   |   |   |      |  |
| UMFO 2. HIGHER EDUCATION SERVICES                 |   |   |   |       |       |   |   |   |      |  |
| OVPI UMFO 3. Higher Education Management Services |   |   |   |       |       |   |   |   |      |  |
|   | PI 5: Total FTE,<br>coordinated, implemented<br>and monitored * | A9. Actual Faculty's FTE  | Handles and teaches<br>courses assigned   | 23.85 | 23.85 | 5 | 4 | 5 | 4.67 | Botn 141n, Biol 127n (2nd Half), Biol<br>141n (2nd Half), Marb12   |
|   |   | A10 . Number of grade sheets<br>submitted within prescribed period                | Prepares gradesheet and<br>submits on or before<br>deadline   | 4     | 4     | 5 | 4 | 4 | 4.33 | Botn 141n, Biol 127n (2nd Half), Biol<br>141n (2nd Half), Marb12   |
|   |   | A 11 . Number of INC forms with<br>grade submitted within prescribed<br>period    | Facilitates students in their<br>completion of the subject and<br>submits completion forms with<br>grade within prescribed period |       |       |   |   |   |      |  |
|   |   | A12 . Number of trainings attended<br>related to instruction                      | Attend mandated trainings   | 2     | 2     | 5 | 5 | 5 | 5.00 | "Collation and Interpretation of<br>Biodiversity Information in the Digital<br>Age" by UP Baguio - Biology SINSM<br>April 27-28 2023, TURNITIN |
|   |   | A13 . Number of long examinations<br>administered and checked                     | Administers and checks<br>long examination for<br>subjects taught   | 6     | 6     | 5 | 5 | 4 | 4.67 | Botn 141n, Biol 127n (2nd Half), Biol<br>141n (2nd Half), Marb12   |
|   |   | A14 . Number of quizzes<br>administered and checked                               | Prepares and checks<br>quizzes for lec and lab  | 11    | 11    | 5 | 5 | 4 | 4.67 | Botn 141n, Biol 127n (2nd Half), Biol<br>141n (2nd Half), Marb12   |
|   |   | A15 . Number of lab reports and<br>term papers checked and graded                 | Checks lab reports and term<br>papers submitted as<br>required  | 50    | 50    | 5 | 4 | 4 | 4.33 | Botn 141b (23 lab exercises), Biol<br>127n (2nd Half) (10 lab exercises),<br>Biol 141n (2nd Half) (9 lab<br>exercises), Marb12 lab (8 lab      |
|   | PI 8: Number of students<br>advised: *                          | A16. Number of students advised:  | Acts as academic adviser to<br>students   | 38    | 38    | 5 | 5 | 5 | 5.00 |  |
|   |   | A17 . Number of students advised<br>on thesis/ field practice/special<br>problem: |   | 1     | 1     | 5 | 5 | 5 | 5.00 | Elsie Niña R. Paulo  |

|  |  |   |   |    |    |   |   |   |      |   |
|--|--|---|---|----|----|---|---|---|------|---|
|  |  | As SRC Chairman   | Advises, and corrects research outline and thesis/SP manuscript   |    |    |   |   |   |      |   |
|  |  | As SRC Member   | Advises and corrects research outline and thesis/SP manuscript  |    |    |   |   |   |      |   |
|  |  | <b>A18</b> . Number of students entertained for consultation purposes               | Entertains students consulting on subject taught, thesis and grades   | 1  | 1  | 5 | 5 | 5 | 5.00 | Elsie Nifia R. Paulo  |
|  | <b>PI 9</b> : Number of student organizations advised/assisted * | <b>A19</b> . Number of Student organizations advised                                | Advises student organizations recognized by USOO  |    |    |   |   |   |      |   |
|  |  | <b>A20</b> . Number of Student organizations assisted on student related activities | Assists student organizations in implementing student   |    |    |   |   |   |      |   |
|  | <b>PI 10</b> : Number of instructional materials developed *     | <b>A 21</b> : Number of on-line course ware developed and submitted :               | Prepares and submits for review by the Technical Review Panel   |    |    |   |   |   |      |   |
|  |  | On-line ready courseware  | Prepares Instructional module/laboratory guide/workbook or a combination thereof                            | 16 | 16 | 5 | 4 | 4 | 4.33 | Botn 141n, Biol 127n (2nd Half), Biol 141n (2nd Half), Marb12                               |
|  |  | Supplemental learning resources   | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 55 | 55 | 5 | 5 | 4 | 4.67 | Botn 141n (lec and lab), Biol 127n (2nd Half), Biol 141n (2nd Half), Marb12                 |
|  |  | Assessment tools  | Prepares assessment tools such as long exam, quizzes, problems sets, etc.                                   | 17 | 17 | 5 | 5 | 4 | 4.67 | Botn 141n, Biol 127n (2nd Half), Biol 141n (2nd Half), Marb12                               |
|  |  | <b>A 23</b> : 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                                     |    |    |   |   |   |      |   |
|  |  | <b>A 24</b> : Number of virtual classroom created and operational                   | Creates virtual classroom using either Moddle or Google Classroom   | 4  | 4  | 5 | 5 | 4 | 4.67 | Botn 141n, Biol 127n (2nd Half), Biol 141n (2nd Half), Marb12                               |
|  | <b>PI 11</b> . Additional outputs                                | <b>A 25</b> . Number of Additional outputs accomplished:                            | Course Syllabi ISO  | 6  | 6  | 5 | 5 | 4 | 4.67 | Botn 21, Botn 141n, Botn 141p Biol 127n (2nd Half), Biol 141n (2nd Half), Marb15, Biol 123n |
|  |  | Program accreditation/evaluation  | Prepares documents and /or  |    |    |   |   |   |      |   |
|  |  | Agency/firm/Industry linkages   | Coordinates with potential firms  |    |    |   |   |   |      |   |



| A 26. Other outputs implementing  |  | Designs experiential learning   |   |   |   |   |   |      |  |
|---|--|---|---|---|---|---|---|------|--|
| <b>UMFO 3 . RESEARCH SERVICES</b>   |  |   |   |   |   |   |   |      |  |
| <b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *            | <b>A 27.</b> 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   | 1 | 1 | 5 | 5 | 5 | 5.00 | Waiting for the aproval of apointment for the "BIODIVERSITY ENHANCEMENT AND MAINTENANCE OF RAINFORESTATION: TECHNO-DEMO AND LEARNING SITE" |
| <b>PI 2.</b> Number of research outputs completed within the year *   | <b>A 28.</b> Number of research outputs completed within the year *  | Conducts and completes research orject within the year  |   |   |   |   |   |      |  |
| <b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) * | <b>A 29.</b> 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  |   |   |   |   |   |      |  |
|   | <i>In refereed int'l journals</i>  |   |   |   |   |   |   |      |  |
|   | <i>In refereed nat'l/regional journals</i>   |   |   |   |   |   |   |      |  |
| <b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences                                      | <b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *                             | Prepares, submits and presents research paper in scienfic for a/conferences   |   |   |   |   |   |      |  |
|   | <i>In int'l fora/conferences</i>   |   |   |   |   |   |   |      |  |
|   | <i>In nat'l/regional fora/conferences</i>  |   |   |   |   |   |   |      |  |
| <b>PI 5.</b> Percent of research proposals approved *   | <b>A 31.</b> Percentage of of research proposals prepared, submitted and approved  | Prepares research proposals, submits and follows up its approval for immediate implementation                           |   |   |   |   |   |      |  |
| <b>PI 6.</b> Additional outputs*  | <b>A 32.</b> No. of research-related awards (research conducted by   |   |   |   |   |   |   |      |  |
|   | <b>A 33.</b> 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 |   |   |   |   |   |      |  |
|   | <b>A 34.</b> Number of UMs submitted to ITSO, VSU  | Prepares and submits application for UM of technology generated out of research output                                  |   |   |   |   |   |      |  |

|   |  |   |   |  |  |  |  |  |             |  |
|---|--|---|---|--|--|--|--|--|-------------|--|
|   |  | A 35. Other outputs implementing the new normal due to covid 19 | Designs research related activities and other outputs to implement new normal |  |  |  |  |  |             |  |
| UMFO 4. EXTENSION SERVICES  |  |   |   |  |  |  |  |  |             |  |
| UMFO 5. SUPPORT TO OPERATIONS   |  |   |   |  |  |  |  |  |             |  |
| OVPI MFO 4. Program and Institutional Accreditation Services                                    |  |   |   |  |  |  |  |  |             |  |
| Total Over-all Rating   |  |   |   |  |  |  |  |  | 70.67       |  |
| Average Rating  |  |   |   |  |  |  |  |  | 4.71        |  |
| Adjectival Rating   |  |   |   |  |  |  |  |  | Outstanding |  |
| Comments & Recommendations for Development<br>Purpose: More trainings and research involvements |  |   |   |  |  |  |  |  |             |  |

Evaluated & Rated by:

*ANALYN M. MAZO*  
Head, DBS  
Date: *7/26/2023*

Recommending Approval

*MA. THERESA P. LORETO*  
Dean, CAS  
Date: *7/27/2023*

Approved by:

*BEATRIZ S. BELONIAS*  
Vice President for Academic Affairs  
Date: *7/27/23*

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ted Dominique S. Belonias  
Performance Rating: Outstanding

Aim: To improve research capability

Proposed Interventions to Improve Performance:

Date: July 2023      Target Date: December 2023

First Step:

Attend trainings, find a research mentor

Result:

Be affiliated to a research

Date: Jan 2024      Target Date: June 2024

Next Step:

Conduct more research

Outcome:

Final Step/Recommendation:

Prepared by:

  
**ANALYN M. MAZO**  
Unit Head

Conforme:

  
**TED DOMINIQUE S. BELONIAS**  
Instructor