

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: RIS MENOEL R. MODINA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
e. Head/Dean (50%)		4.85x50% = 2.42	
f. Students (50%)		4.38x50% = 2.19	
Total for Instruction	70%	4.833	3.383
2. Research			
e. Client/Dir. for Research (50%)			
f. Dept. Head/Center Director (50%)			
Total for Research	30%	5	1.500
3. Extension			
g. Client/Dir. For Extension (50%)			
h. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.883

EQUIVALENT NUMERICAL RATING:

4.883

Add: Additional Points, if any:

none

TOTAL NUMERICAL RATING:

4.883

ADJECTIVAL RATING:

OUTSTANDING

RIS MENOEL R. MODINA

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, **Ris Menoel R. Modina**, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period Jan-Jun 2021

RIS MENOEL R. MODINA

Assistant Professor IV

Date: *Sept. 29, 2021*

Approved:

ANALYN M. MAZO

Department Head

Date: *Sept. 30, 2021*

MA. THERESA P. LORETO

College Dean

Date: *Oct. 4, 2021*

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
						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	10	11.01	5	5	5	5.00	Assigned to Hande Biol 227 (Developmental Biology), both lec and lab
	PI 8: Number of graduate students	A2. Number of students advised	Acts as academic adviser to graduate students	5	5	5	5	4	4.67	Assigned as Academic Adviser
		A3. Number of students advised on thesis/special problem/dissertation								
		<i>As GAC Chairman</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	5	5	5	5	5	5.00	Entertained queries, especially on enrollment matters

	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review								
		On-line ready courseware		1	1	4	4	4	4.00	Biol 227 Moodle Courseware
		Supplemental learning resources								
		Assessment tools								
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor								
		A 7 : Number of virtual classroom created and operational		1	1	5	5	5	5.00	Biol 227 VSU EE Virtual Classroom
	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19								
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	5	6.58	5	5	4	4.67	Handled Biol 127n (Developmental Biology) lecture (Animal Devt part), Biol 127s (Developmental Animal Biology) lecture, and Biol 200 (Undergraduate Thesis)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	0	0					Grade submission is on July
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	Attended "Laboratory Animal Training for Biomedical Research"

		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	3	5	5	5	5.00	Administered and checked long exams on subjects assigned
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	8	10	5	5	5	5.00	Prepared and checked quizzes for lec on subjects assigned
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							No lab classes
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	25	33	5	5	4	4.67	Assigned as academic adviser to students
		A17. Number of students advised on thesis/ field practice/special problem:		2	3	5	5	5	5.00	advised on thesis matters
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00	Assigned as SRC chairman to 1 student
		As SRC Member	Advises and corrects	2	4	5	5	5	5.00	Assigned as SRC
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	70	5	5	5	5.00	Consultation regarding matters on subjects taught and thesis is mainly done online (email or social media platforms)
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO							

		<u>A20</u> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	4	4	4	4.00	Online courseware on Biol 127s, Biol 127n, and Biol 227
		Supplemental learning resource	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	10	5	5	5	5.00	Prepared Power Point presentation, video recordings, reading assignments
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc	5	5	5	5	5	5.00	Prepared short and long quizzes, long exam, learning tasks and
		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							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	3	5	5	5	5.00	Virtual classroom via Moodle on Biol 127s, Biol 127n, and Biol 227
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
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	2	4	5	5	5	5.00	1) Understanding the Societal Knowledge, Attitude and Perception on Long-tailed macaques and their Habitats in Selected Tourist Areas in Mindanao and Leyte Islands (DOST, NRCP funded), 2) CHED-DARE TO, 3) BioCAMP (VSU Internalization Fund), 4) AR/CRM project
	PI 2. Number of research outputs completed within the	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year							
	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	1	1	5	5	5	5.00	Published in Journal of Environmental Science and Management, ISI/SCOPUS indexed journal, titled "Melanomacrophag
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	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 scientific for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								

	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							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		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							
		A 34. 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										
	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 the QMS 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		zero non-conformity					
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the		100% compliant					
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		Zero % complaint					

	Total Over-all Rating								97.00	
	Average Rating								4.85	
	Adjectival Rating								Outstanding	

Comments and Recommendations for Development Purpose: May attend more training course specially pertaining to vertebrate physiology.

Evaluated & Rated by:

Recommending Approval

Approved by:

ANALYN M. MAZO
ANALYN M. MAZO
Department Head, DBS
Date: *Sept. 30, 2021*

MA. THERESA P. LORETO
MA. THERESA P. LORETO
Dean, CAS
Date: *Oct. 4, 2021*

BEATRIZ S. BELONIAS
BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: *Oct. 18, 2021*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ris Menoel R. Modina
Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2021 Target Date: August 2022

First Step:

Pursue graduate program based on the FDP

Result:

To pursue PhD Zoology specializing in vertebrate physio

Date: _____ Target Date: _September-December_____

Next Step:

Look for possible University

Outcome:

Final Step/Recommendation:

_Look for possible scholarship

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


RIS MENOEL R. MODINA
Instructor III