

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: EUNICE KENEE L. SERIÑO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.92 \times 50\% = 2.46$	
b. Students (50%)		$5.0 \times 50\% = 2.50$	
Total for Instruction	80%	4.96	3.97
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	15%	5	0.75
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	5%	5	0.25
4. Administration			
5. Production			
TOTAL	100%		4.97

EQUIVALENT NUMERICAL RATING: 4.97
 Add: Additional Points, if any: none
 TOTAL NUMERICAL RATING: 4.97

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Reviewed by:

EUNICE KENEE L. SERIÑO
 Name of Faculty

ANALYN M. MAZO
 Department Head

Recommending Approval:

MA. THERESA P. LORETO
 Dean/Director

Approved:

BEATRIZ S. BELONIAS
 Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, EUNICE KENEE L. SERINO, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES, commits to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period January to June 2022.

Eunice Kenée L. Serino
EUNICE KENEE L. SERINO
 Asst. Prof. 1
 Date: 27 July 2022

Approved:
Analy M. Mazo
ANALYN M. MAZO
 Department Head
 Date: 7/28/2022

Ma. Theresa P. Loreto
MA. THERESA P. LORETO
 College Dean
 Date: 7/28/2022

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										
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	2	4.95	5	5	5	5.00	Handled and taught courses assigned:Ecol 152n lec & lab, Ecol 183 lec & lab
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	3	5	5	4	4.67	Prepared and submitted gradesheets for final term in Ecol 172, Ecol 115, EaSc 106 (team-teaching) from 1st Sem
		A 11. Number of INC forms with	Facilitates students in their							
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	5	5	5	5	5.00	Attended Faculty Onboarding; HRMIS Orientation; Syllabus-making workshop (2 OGS; 1 DBS)
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	6	5	5	5	5.00	Administered and checked 2 final exams for 1st sem; 2 MT& 2 F exams for 2nd sem
		A14. Number of quizzes	Prepares and checks quizzes for	15	38	5	5	5	5.00	Prepared and checked quizzes in a
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	16	5	5	4	4.67	Prepared and checked term papers and lab reports in Ecol 172, Ecol 115, EaSc 106 (team-teaching) for 1st sem; Ecol 152n lec & lab, Ecol 183 lec & lab for 2nd sem
	PI 8: Number of students	A16. Number of students advised:	Acts as academic adviser to	15	35	5	5	5	5.00	Acted as academic adviser to

		A17. Number of students advised								
		<i>As SRC Thesis Adviser</i>	Advises, and corrects research outline and thesis/SP manuscript	5	5	5	4	5	4.67	Acted as thesis adviser to BSBio (Igloria, Cabier, Abayan, Petilos) and BSEM (Baltazar) undergraduate students
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00	Acted as SRC chairman for Psumabat (BSBio-Bot)
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	5	9	5	5	5	5.00	Acted as SRC member for BSBio (Padilla, Laroa, Gopio, Panoy, Jamin, Abelida, Gloria), BSMarBio (Caorte), MSBot (Jolimberio) students
		A18. Number of students	Entertains students consulting on	10	30	5	5	5	5.00	Entertained students consulting on
	PI 9: Number of student organizations advised/	A19. Number of Student organizations advised	Advises student organizations recognized by USSO	1	1	5	5	5	5.00	Served as co-adviser for CAS-SSC, a student organization recognized by USSO
		A20. Number of Student	Assists student organizations in	1	2	5	5	5	5.00	Assisted CAS-SSC in implementing
	PI 10: Number of	A 21 : Number of on-line course								
		<i>On-line ready courseware</i>	Prepares instructional							
		<i>Supplemental learning resources</i>	Prepares Power Point presentation, video, etc. movie, etc. reading	10	21	5	5	5	5.00	Prepared and updated PowerPoint
		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	15	5	5	4	4.67	Prepared ssessment tools such as LTs and assessments = Ecol 152n lec & lab (6), Ecol 183 lec & lab (9)
		A 23 : Number of on-line course	Submits the course ware duly							
		A 24 : Number of virtual classroom	Creates virtual classroom using	2	2	5	5	5	5.00	Created and updated virtual classroom
	PI 11. Additional outputs	A 25. Number of Additional outputs								
		<i>Program accreditation/evaluation</i>	Prepares documents and /or							
		<i>Agency/firm/Industry linkages</i>	Coordinates with potential firms							
		A 26. Other outputs implementing	Designs experiential learning							
		<i>Number of seminars/webinars/ workshops/trainings attended</i>	Attends seminars/webinars/ workshops/trainings related to instruction and specialization	8	12	5	5	5	5.00	Attended Faculty Onboarding; HRMIS Orientation; Syllabus-making workshop (2 OGS; 1 DBS); Introduction to Philippine Herpetofauna (2); A Talk on Parasitic Plants; FIFMS; ITEEM Webinar Series (3); Lecture Series on Philippines Planktology (1)

	Number of OBEdized syllabi developed and/or revised	Submits updated OBEdized course syllabi	2	2	5	5	4	4.67	Submitted updated OBEdized course syllabi for Ecol 152n and Ecol 183
	Number of participated department activities	Participates activities in the department	2	3	5	5	5	5.00	Participated activities aside from meetings, such as syllabus-making workshop; CAS Month celebration, OBIOS Week
UMFO 3. RESEARCH SERVICES									
	PI 1. Number of research	A27. Number of research outputs in the	Conducts research for possible						
	PI 2. Number of research	A 28. Number of research outputs	Conducts and completes research						
	PI 3. Percentage of research outputs published in	A 29. Percentage of research outputs published in internationally-refereed or <i>In refereed int'l journals</i>	Writes publishable materials out of research outputs and submits for	1	1	5	5	5	5.00
		<i>In refereed nat'l/regional journals</i>							
	PI 4. Number of research	A 30. Number of research outputs <i>In int'l fora/conferences</i> <i>In nat'l/regional fora/conferences</i>	Prepares, submits and presents						
	PI 5. Percent of research	A 31. Percentage of of research	Prepares research proposals,						
	PI 6. Additional outputs*	A 32. No. of research-related							
		A 33. Number of journal	Acts as peer reviewer of journal						
		A 34. Number of Ovis submitted to ITSO, VSU	Prepares and submits application						
		A 35. Other outputs implementing the new normal due to Covid-19	Designs research related activities and other outputs to implement						
			Presents research outputs to stakeholders	1	1	5	5	5	5.00
									Presented research outputs in the Rivers Project in LGU-Baybay
UMFO 4. EXTENSION SERVICES									
	PI 1. Number of active	A 36. Number of active partnerships	Identifies and links with probable						
	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						
	PI 3. Number of extension programs organized and	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects						
	PI 4. Percentage of beneficiaries who rated the training course/s and	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or	Provides quality and relevant training courses and advisory services						
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by						
	Research Mentoring	Research Mentor							

	Peer	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant	Serves as consultant for biodiversity assessments	1	1	5	5	5	5.00	Served as member of the research team who assessed Lake Mahagnao
	Evaluator	Evaluator								
	PI 10. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty								
		A 43. Other outputs implementing the new normal due to covid 19	activities and other outputs to implement new normal							
UIMEQ 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
	PI 8. Compliance to all	A 44. Compliance to all requirements of	Ensures that all the QMS core		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 accreditation		100% compliant					
		On program accreditations								
		On institutional accreditations								
UIMEQ 6. General Admin & Support Services										
	PI 2. Zero percent	A 46. Customerly friendly frontline	Provides customer friendly		Zero % complaint					
	PI 3: Additional Outputs	A 47. Number of /new initiatives	Initiates/introduces							
		A 48. Other outputs implementing	Designs							
	Total Over-all Rating								108.33	
	Average Rating								4.92	
	Adjectival Rating								Outstanding	

Evaluated & Rated by:

Recommending Approval

Approved by:

Comments & Recommendations for Development
Purpose: May consider pursuing PhD

ANALYN M. MAZO

Head, DBS

Date: 7/27/2022

MA. THERESA P. LORETO

Dean, CAS

Date: 7/28/2022

BEATRIZ S. BELONIAS

Vice Pres. for Academic Affairs

Date: 7-28-22

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Eunice Kenée L. Serião

Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: January 2022 Target Date: December 2022

First Step:

Pursue graduate program based on the FDP

Result:

To pursue Aquatic Ecology

Date: _____ Target Date: _September-December_____

Next Step:


Look for possible University

Outcome:


Final Step/Recommendation:

Look for scholarship

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


EUNICE KENÉE L. SERIÃO
Assistant Professor I