

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: TED DOMINIQUE 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%)		4.67 x50% = 2.335	
b. Students (50%)		4.44 x50%= 2.22	
Total for Instruction	90%	4.55	4.095
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	4.67	0.234
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	5%	4.67	0.234
5. Production			
TOTAL	100%		4.563

EQUIVALENT NUMERICAL RATING: 4.563Add: Additional Points, if any: noneTOTAL NUMERICAL RATING: 4.563

ADJECTIVAL RATING:

Outstanding  
TED DOMINIQUE S. BELONIAS

Name of Faculty

  
CHERYL C. BATISTEL


Department Head

Recommending Approval:

  
GLENN G. PAJARES

Dean/Director

Approved:

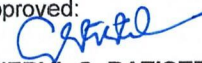
  
ROTACIO S. GRAVOSO

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 following accomplishment in accordance with the indicated measures for the period January - June 2024.

  
TED DOMINIQUE S. BELONIAS  
Instructor I  
Date: July 5, 2024

Approved:   
CHERYL C. BATISTEL  
Head, DBS  
Date: July 22, 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	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 1: Total FTE monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 10. Additional outputs:	A3. Number of students advised on thesis/special problem/dissertation								
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
		Number of instructional materials developed								
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI MFO 3. Higher Education Management Services										
	PI 6: Number of programs accredited	A 1. Number of programs accreditation/evaluation	Prepares documents and /or program profile and other materials required during							
	PI 10: Total FTE, coordinated, implemented and monitored *	A 2. Actual Faculty's FTE	Handles and teaches courses assigned	21.3	21.30	5	5	5	5.00	Handles and teaches MarB 12 lab, Botn 113 lab, Botn 141n lec, Biol 127n lab and lec
	PI 11: Number of new revised curricular proposals	A 3. Number of new revised curricular proposals submitted	Contributes to the submission of a new revised curricular							
	PI 13: Percentage of courses offered with approved course syllabi	A 4. Percentage of courses offered with approved course syllabi	Teaches subjects with approved course syllabi							
	PI 14: Percentage of courses offered with approved IMs	A 5. Percentage of courses offered with approved IMs	Teaches subjects with approved IMs							
	PI 15: Number of	A 6. Number of Instructional Materials	Prepares and submits IMs for							



	<b>PI 16:</b> Percentage of courses offered with final grades submitted within the allowable period	<b>A 7.</b> Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	50%	100.00%	5	5	4	4.67	
	<b>PI 18:</b> Percentage of courses	<b>A 8.</b> Percentage of courses rated								
	<b>PI 19:</b> Additional Outputs	<b>A 10.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	6	5	5	4	4.67	Administers and checks long examination for subjects taught
		<b>A 11.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	11	11	5	5	4	4.67	Prepares and checks quizzes for lec and lab
		<b>A 12.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	50	32	5	4	4	4.33	Checks lab reports for subject taught
		<b>A 14.</b> Number of Student organizations assisted on student	Assists student organizations in implementing student							
<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 15.</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	4	4.67	"BIODIVERSITY ENHANCEMENT AND MAINTENANCE OF RAINFORESTATION: TECHNO- DEMO" AND LEARNING SITE"
	<b>PI 2:</b> Number of research outputs completed within the	<b>A 16.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year							
	<b>PI 3:</b> Number of research outputs presented in	<b>A 17.</b> Number of research outputs presented in regional/national/ int'l	Prepares, submits and presents research paper in							
		a. International								
		b. National								
		c. Regional or Institutional Conferences								
	<b>PI 7:</b> Amount of research money obtained from	<b>A 21.</b> Amount of research money obtained from external sources	Requests for research money from external sources							
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1:</b> Number of active partnerships with LGUs, industries, NGOs, NCAs, SMEs and other stakeholders	<b>A 32.</b> Number of active partnerships with LGUs, industries, NGOs, NCAs, SMEs and other stakeholders	Identifies and links with probable partners for extension activities and maintains this							
	<b>PI 2:</b> Number of trainees weighted by the length of	<b>A 33.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for							
	<b>PI 3:</b> Number of extension programs and projects	<b>A 34.</b> Number of extension programs and projects								
	<b>PI 4:</b> Percentage of beneficiaries who rated the training course/s as	<b>A 35.</b> Percentage of beneficiaries who rated the training course/s as	Provides quality and relevant training courses							
	<b>PI 5:</b> Number of technical/expert services rendered	<b>A 36.</b> Number of technical/expert services rendered as/in:	Provides the technical and expert services requested by beneficiaries							
		a. Peer reviewer of journal/book								



		b. Review of research and extension									
		c. Resource speaker/person (panelist, <del>the resource speaker/person (panelist, resource speaker/person (panelist, resource speaker/person (panelist,</del>									
		d. accreditor									
		e. consultancy									
	PI 6: Number of extension	A 37. Number of extension proposals	Prepares extension project								
	PI 7: Number of extension proposals approved	A 38. Number of extension proposals approved	Follow ups submitted and reviewed extension proposals								
	PI 8: Number of extension proposals implemented	A 39. Number of extension proposals implemented	Implements duly approved extension projects								
	PI 9: Number of extension outputs presented in int'l,	A 40. Number of extension outputs presented in:	Prepares, submits and presents extension paper in								
		a. International									
		b. National									
		c. Regional or Institutional Conferences									
	PI 10: Number of extension activities conducted	A 41. Number of extension activities conducted	Conducts extension program activities								
UMFO 5. SUPPORT TO OPERATIONS											
OVPI MFO 1. Faculty Development Services											
	PI 7: Number of trainings, seminars, and conferences	A 50. Number of training, seminars, and conferences attended (international, International National Regional/Institutional	Attends training, seminars, and conferences attended								
OVPI MFO 3. Registration Services											
	PI 9: Percentage of students enrolled and validated within the registration period	A 51. Percentage of students enrolled and validated within the registration period	Validates students within the registration period	50%	100%	5	5	5	5.00	Validates students within the registration period	
	PI 10: Number of students advised during the registration period	A 52. Number of students advised during the registration period	Acts as academic adviser	30	33	5	5	5	5.00	Acts as academic adviser for BSBio	
OVPI MFO 4. Curricular Program Management Services											
	PI 12: Number of IMs reviewed by the DIMRC	A 53. Number of IMs reviewed by the DIMRC	Submits IMs for review								
	PI 13: Number of course syllabi and TOS reviewed and approved	A 54. Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	1	2	5	4	4	4.33	For Botn 141n lec (both midterm and finals)	
	PI 16: Number of student thesis advised:	A 57. Number of students advised on thesis/field practice/special problem:									
		As SRC Chairman	Advises and corrects research outline and thesis/SP								
		As SRC Member	Advises and corrects research outline and thesis/SP								



PI 18: Number of students	A 59. Number of students from other	Acts coordinator/facilitator for							
PI 19: Number of external	A 60. Number of external	Facilitates in assisting of the							
PI 20: Number of students	A 61. Number of students from other	Facilitates in assisting students							
PI 21: Additional outputs	A 62. Number of students entertained	Entertains students consulting	1	2	4	4	5	4.33	Entertains students consulting on
	for consultation purposes	on subject taught, thesis and							subject taught, thesis and grades
	grades								
<b>UMFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES</b>									
PI 1: Number of	A 65. Number of	Acts as head of office							
PI 2: Number of	A 66. Number of management meetings	Presides departmental							
PI 3: Number of committee	A 67. Number of committee meetings	Acts as committee chairman							
PI 4: Number of routinary	A 68. Number of routinary documents	Signs documents							
PI 5: Number of requests	A 69. Number of requests acted	Approves requests							
PI 6: Number of memoranda	A 70. Number of memoranda prepared	Issues memoranda							
PI 7: Percentage of IFWs	A 71. Number of IFWs submitted to	Monitors submission of IFWs							
PI 8: Percentage of Report	A 72. Percentage of Report of Actual	Monitors submission of ATL 30							
PI 9: Percentage of	A 73. Percentage of submitted DTR	Submits DTR within 20 days							
PI 10: Percentage of	A 74. Percentage of complaints, if any,	Addresses complaints on time							
PI 11: Percentage of action	A 75. Percentage of action plans	Implements and monitors							
PI 12: Percentage of monthly	A 76. Percentage of monthly	Submits monthly							
PI 13: Number of classroom	A 77. Number of approved and	Requests and monitors							
PI 14: Percentage budget	A 78. Percentage budget utilization								
PI 15: Percentage budget	A 79. Percentage budget utilization								
PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings	12	6	5	5	4	4.67	Attends department meetings
	A 81. Number of /new initiatives	Initiates/introduces							
	introduced resulting to best practice	improvements in performing							
<b>Total Over-all Rating</b>								51.33	
<b>Average Rating</b>								4.67	
<b>Adjectival Rating</b>								Outstanding	

Evaluated & Rated by:

*CHERYL C. BATISTEL*  
CHERYL C. BATISTEL  
Head, DBS

Date: July 22, 2024

Recommending Approval:

*GLENN G. PAJARES*  
GLENN G. PAJARES  
Dean, CAS

Date: July 23, 2024

Approved by:

*ROTACIO S. GRAVOSO*  
ROTACIO S. GRAVOSO  
Vice President for Academic Affairs

Date: July 25, 2024

Comments & Recommendations for Development Purpose:

*Develops research capability by involving more in research works (i.e. Student thesis advising, research projects).*

## PERFORMANCE MONITORING & COACHING JOURNAL

/	1st	Q U A R T E R
/	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4th	

Name of Office: DBS

Head of Office: CHERYL C. BATISTEL

Number of Personnel: 17

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Coaching		/		Everyone is reminded to submit TOS, grades and DTR on time	

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

  
CHERYL C. BATISTEL  
 Immediate Supervisor

Noted by:

  
GLENN G. PAJARES  
 Next Higher Supervisor



# TRACKING TOOL FOR MONITORING TARGETS

Major Final Output/Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS				REMARKS
				1 <sup>st</sup> Q	2 <sup>nd</sup> Q	3 <sup>rd</sup> Q	4 <sup>th</sup> Q	
MFO 1 ADVANCED EDUCATION SERVICES (20%)								
PI 3:	Total FTE monitored			/	/			
MFO 2 HIGHER EDUCATION SERVICES (50%)								
PI 4:	Percentage of students enrolled on schedule	All faculty		/				
PI 5:	Percentage increase in enrolment	All faculty		/	/			
PI 6:	Number of programs accredited	All faculty		/	/			
PI 10:	Total FTE monitored *	All DBS and affiliate faculty		/	/			
PI 11:	Number of new revised curricular proposals submitted	All faculty		/	/			
PI 12:	Number of new revised proposal approved by UCC	All faculty		/				
PI 17:	Percentage of faculty rated at least VS in the Teaching Performance Evaluation by Students (TPES)	All faculty			/			
PI 18:	Percentage of faculty rated at least VS by Supervisor	All faculty			/			
PI 2:	Number of research outputs completed	EKLS		/				
PI 4:	Number of research proposals submitted	RJPD, CCB, EKLS, FOP, HVO, RMM, DNM, EOB		/				
PI 1:	Number of active partnerships with	DMGV, RJPD,		/	/			


	LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities * (MOUs/MOAs)	SAC						
PI 2:	Number of trainees weighted by the length of training *	SAC			/			
PI 3:	Number of extension programs and projects	DMGV, SAC		/	/			
PI 4:	Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance*	DMGV, SAC,			/			
PI 5: Number of expert services rendered:	1. Peer reviewers of journal/book	CCB, RMM		/	/			
	2. Review of research and extension proposal	SAC			/			
	3. resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)	SAC, RJPD			/			
PI 6:	Number of extension proposals submitted	DMGV			/			
PI 8:	Number of Extension projects implemented	DMGV, AMM		/	/			
PI 10:	Number of extension activities conducted	DMGV, RJPD, SAC		/	/			
PI 11:	Number of trainings, seminars and fora conducted	DMGV, SAC		/	/			



PI 18:	Additional outputs							
	Number of specimens identified	AMM, HVO, EOB		/	/			
<b>OVPI MFO 1. Faculty Development Services</b>								
PI 1:	Number of faculty pursuing advanced research degrees	JGB, JCE, ARRF, BLAR, SAC, EOB		/	/			
PI 7:	Number of faculty sent to trainings, seminars and conferences	AMM, DNM, SAC, HVO, RMM, EKLS, EOB		/	/			
<b>OVPI MFO 3. Registration Services</b>								
PI 9:	Percentage of students enrolled and validated within the registration period	All faculty		/				
PI 10:	Number of students advised during the registration period	All faculty		/				
<b>OVPI MFO 4. Curricular Program Management Services</b>								
PI 11:	Number of curricular reviews conducted	All faculty		/	/			
PI 13:	Number of course syllabi and TOs reviewed and approved	All faculty		/	/			
PI 14:	Number of OJT MOAs prepared	RMM, DMGV			/			
PI 16:	Number of thesis students advised	CCB, SAC, AMM, DMG, EKLS, FOP, DNM, BLAR, RMM, HVO, EOB, RJD, BSB		/	/			
<b>MFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES (GASS)</b>								
PI 1.	Number of departments/institutes/offices supervised	AMM, CCB		/	/			
PI 2.	Number of management	DBS Faculty &		/	/			

	meetings conducted	Staff						
PI 3.	Number of committee meetings conducted	AMM, CCB		/	/			
PI 4.	Number of routinary documents acted	AMM, CCB		/	/			
PI 5.	Number of requests acted	AMM, CCB		/	/			
PI 6.	Number of memoranda prepared	AMM, CCB			/			
PI 9:	Percentage of faculty and staff who submitted a DTR every month	All faculty		/	/			
PI 12:	Monthly accomplishment report submitted on time			/	/			
PI 13:	Number of classrooms and Lab rooms constructed and renovated				/			
PI 14:	Percentage budget utilization (GAA)			/	/			
	Percentage budget utilization (STF)			/	/			

Prepared by:

  
CHERYL C. BATISTEL  
 Head, DBS



## EMPLOYEE DEVELOPMENT PLAN

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

Aim: To improve research capability

Proposed Interventions to Improve Performance:

Date: January 2024 Target Date: December 2024

First Step:

Attend trainings, find a research mentor

Result:

Be affiliated to a research

Date: Jan 2024 Target Date: December 2024

Next Step:

Conduct more research

Outcome:

Final Step/Recommendation:

Prepared by:

  
**CHERYL C. BATISTEL**  
Unit Head

Conforme:

  
**TED DOMINIQUE S. BELONIAS**  
Instructor



## TEACHING PERFORMANCE EVALUATION Summary by Department

Department: Dept. of Biological Science

Semester and Academic Year: First Semester 2023-2024

College: College of Arts and Sciences

Faculty name	Number of classes	Numerical Rating	Percentile Rating	Descriptive Rating
ANALYN MENDOZA MAZO	4	4.50	90.00 %	Outstanding
BEATRIZ SATENTES BELONIAS	2	5.00	100.00 %	Outstanding
BERNA LOU ABA REGIS	7	4.43	88.57 %	Very Satisfactory
CHERYL COSTILLAS BATISTEL	4	4.50	90.00 %	Outstanding
CLARISSA MAE LAROA SAS	9	4.89	97.78 %	Outstanding
DARIUS NOEL MINOZA	8	4.88	97.50 %	Outstanding
DONNA GUARTE	8	4.62	92.50 %	Outstanding
EUNICE KENEE LABONITE SERIÑO	5	4.80	96.00 %	Outstanding
FRETZELJANE OLOR POGADO	6	4.50	90.00 %	Outstanding
GIDEON RELENTE YEPES	7	4.86	97.14 %	Outstanding
HONEYLENE VALENZONA ONGY	5	5.00	100.00 %	Outstanding
JUDY MAE GILSANO ASIS	8	4.50	90.00 %	Outstanding
LEONARDO DULOJAN CADAVOS	9	5.00	100.00 %	Outstanding
NICOLE CHELSEA MANGUIAT	7	4.86	97.14 %	Outstanding
RIS MENOEL ROMEN MODINA	5	4.80	96.00 %	Outstanding
ROSALINA DIALIMAS POLIQUIT	6	4.67	93.33 %	Outstanding
SENONA ARAZO CESAR	8	4.50	90.00 %	Outstanding
TED DOMINIQUE S. BELONIAS	8	4.44	88.75 %	Very Satisfactory
YASSER LIM MECATE	9	4.89	97.78 %	Outstanding
Department Mean		4.72	94.34%	Outstanding

Prepared by:

**VANESSA W. NAZAL**  
 TPES in-Charge  
 Date: April 24, 2024

Attested by:

**MA. RACHEL KIM L. AURE**  
 Director, Instruction and Evaluation  
 Date: April 24, 2024

Received by:

**Vision:** A globally competitive university for science, technology, and environmental conservation.  
**Mission:** Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.



Received by:

ANALYN MENDOZA MAZO

Name and Signature of Department head

*[Signature]*

MA. THERESA PDSAS LORETO

Name and Signature of College Dean

Date: May 21, 2024

Distribution of copies: ODIE, College, Department

Vision:

A globally competitive university for science, technology, and environmental conservation. Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

Mission:

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