

Exhibit "K"**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **JANET ALEXIS A. DE LOS SANTOS**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
Instruction	50%		
a. Head/ Dean		$4.88 \times 50\% = 2.44$	
b. Students		$4.8 \times 50\% = 2.4$	
Total			2.42
Research	25%		
a. Head/ Dean		5.0	
Total			1.25
Extension	25%		
a. Head/ Dean		4.85	
Total			1.21
Grand Total			4.88

EQUIVALENT NUMERICAL RATING: 4.88

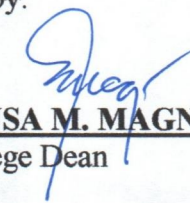
Add: Additional points, if any:

TOTAL NUMERICAL RATING: **4.88**ADJECTIVAL RATING: **OUTSTANDING**

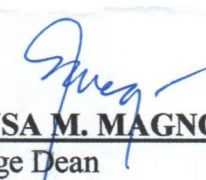
Prepared by:


JANET ALEXIS A. DE LOS SANTOS
Faculty


Reviewed by:


JESUSA M. MAGNO
College Dean

Recommending Approval:


JESUSA M. MAGNO
College Dean

Approved:


BEATRIZ S. BELONIAS
Vice President, Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JANET ALEXIS A. DE LOS SANTOS, a faculty member of the COLLEGE OF NURSING, commits to deliver and to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July-December 2022.

JANET ALEXIS A. DE LOS SANTOS

Associate Professor IV

Date: January 6, 2023

Approved:

JESUSA M. MAGNO

College Dean

Date:

Date: January 6, 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										
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 subjects/courses assigned : Nursing Research, NUCM 112	5	47.5	5.0	5.0	5.0	5.0	Teaches NuCM 111, NuCM 112 and handles RLE for 2nd and 3rd Yr.
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	6	5.0	4.8	5.0	4.9	Submitted 6 MT gradesheets for three classes of the course NuCM 111 (lecture and laboratory)
		A11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	0	10	4.8	4.8	4.8	4.80	Students submitted their completion form for the course NuCM 112 within the prescribed date
		A12. Number of trainings attended related to instruction	Attend mandated trainings	0	10	4.8	4.9	4.8	4.83	Attended the ff. (1) Data Analytics and Statistics Training [EVHRDC-July18-19, 2022]; (2) 4th national Nursing Research Webinar [BND,VSU, JHCS-Sept 10, 2022]; (3) Virtual Nutricomnet Media Forum for Region 8 [DOST-FNRI-Aug 10, 2022]; (4) Lecture on Ethics in Health Research [EVHRDC,DOST-Aug 19, 2022]; (5) VSU Faculty Onboarding [VSU-Sept5-7, 2022]; (6) NEPRA Midyear Conference [Aug 13-14, 2022]; (7) World Research and Innovation Festival [WRIF- Oct 19, 2022]; (8) EVHRDC Regional Health Research Summit [EVHRDC-Nov 9-10, 2022]; I-SUCCEED Training in Netherlands [CHED-OLFU-Saxion University Dec 5-11, 2022]
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	5	4.8	4.8	4.8	4.80	Med Surg (3) [Cardio disorders, Peripheral Disorders, Blood Disorders]; Nursing Research (2) [Quantitative, Qualitative]
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	1	4	4.8	4.8	4.8	4.80	Nursing Research
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as adviser to level 1 students, Research adviser	0	149 students advised	5	5	5	5	Academic Adviser to 119 level 1 students; Research Adviser to 30 students
		A17. Number of students advised on thesis/ field practice/special problem:								

		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0	17 groups (98 students)	5	5	5	5.00	Acts as Chair of the Research Committee in the College (reviewed research outline of 4th year students-17 groups)
		A18 : Number of students entertained for consultation purposes	Entertains students consulting on subject taught, research and grades	10	118 students	5	5	5	5	98 level 3 students entertained on consultation related to their course (NuCM 111 and 112); 2 groups (10 students each - for CHN Level 2)
	PI 10 : Number of instructional materials developed *	A 21 : Number of course were developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	2	4.5	4.5	4.5	4.5	NuCM 111- Nursing Research and NuCM 112- Medical Surgical Nursing (Cardio and Peripheral Disorders)
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	4.9	4.9	4.9	4.9	NuCM 111- Nursing Research and NuCM 112- Medical Surgical Nursing (Cardio and Peripheral Disorders)
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	5	5	5.0	5	5	NuCM 111- Nursing Research (added published articles as supplemental materials in teaching the course) NuCM 112- Medical Surgical Nursing (Cardio and Peripheral Disorders)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	5	4.9	4.9	4.9	4.9	prepared long exams for NuCM 111 and NuCM 112
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	5	5	5	enhanced the elearning classroom for the course NuCM 111
	PI 11 . Additional outputs	A 25 . Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Helped process required documents for COPC of the BSN program	0	1	5	5	5	5.00	Acted as in-charge of Area II Research for the AACUP Level 3 Program Accreditation where the evaluators lauded the outstanding presentation and research outputs of the faculty
		Recognitions and awards received		0	4	5	5	5	5.00	(1) CHED Recognition for PhD Degree Completion; (2) VSU Recognition for PhD Degree Completion; (3) On-time grade submission for two consecutive semesters; (4) Outstanding Student Evaluation 2021-2022
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	1	4	5	5	5	5	implemented four (4) research projects in the last three years. 2 are current with funding (DOST-NSTEP, and VSU), 1 current without funding in collaboration with UPM-SHS, and 1 completed and published

PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts publish researches in refereed journals	1	5	5	5	5	5	5	completed and published (Scopus) the research: (1) Compassion Fatigue influences the Psychological Well-Being and Turnover Intention of Nurses in the COVID-19 Pandemic http://doi.org/10.47895/amp.vi0.5137 (2) Illuminating the Experience of Stigma among Persons Living with HIV using Participative Drawing Method (3) Perceptions on Pediatric Vaccination and Adherence: A Study among Mothers in the Philippines https://ejournal.lucp.net/index.php/mjn/article/view/1660 (4) COVID-19 associated stigma among nurses in the frontline: a phenomenological study (5) Nursing and Geriatric Care in the ASEAN Region: An Integrative Review. https://www.the-glow.ph/nursing-and-geriatric-care-in-the-asean-region-an-integrative-literature-review/
PI 3. Percentage of research outputs published in internationally-refereed 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	3	5	5	5	5	5	submitted three (3) articles in an international Scopus-indexed journal of which all are accepted for publication (scheduled for release in 2023)
	<i>In refereed int'l journals</i>		1	3	5	5	5	5.00	5.00	submitted the manuscripts in an international Scopus-indexed journal of which all are accepted for publication (scheduled for release in 2023)
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			5	5	5	5.00		
	<i>In int'l fora/conferences</i>	Prepares, submits and presents research paper in scientific for a/conferences	0	1	5	5	5	5.00		Presented and Won 1st Place Oral Paper Presentation Nurse Educators and Practitioners Guild Inc.
	<i>In nat'l/regional fora/conferences</i>	Prepares, submits and presents research paper in scientific for a/conferences	0	1	5	5	5	5		Presented and Won 3rd Place Oral Paper Presentation in the Regional Health Research Symposium
PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	5	5	5	5	5	Submitted and was technically and ethically approved for funding one (1) research proposal on HIV/AIDS research. Currently the manuscript is lined up for ethics review of the EVHRDC
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		1	8	5	5	5	5.00		(1) Awarded as Regions VIII Distinguished Health Researcher (1st Place); (2) Won 1st Place Oral Paper Presentation Nurse Educators and Practitioners Guild Inc. ; (3) Won 3rd Place Oral Paper Presentation in the Regional Health Research Symposium; (4) Top 1 AD Scientific Index Scientific Ranking for Nursing and Midwifery; (5) Top Cited Article in International Journal of Nursing Practice (6) Top Cited Articles in Journal of Nursing Management (7) Top Cited Article in Public Health Nursing; (8) Top Downloaded Article in Journal of Nursing Management

		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 paper	1	29	5	5	5	5.00	Number of reviewed papers for the following journals: (1) Nurse Media Journal of Nursing and (1) Philippine Journal of Health Research and Development; AND scientific papers from in-house reviews from other state universities: (19) Mindanao State University; (7) West Visayas State University
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained		1	2	5	5	5	5	in active partnership with the University of the Philippines Manila School of Health Sciences; in active partnership with the BHAVEN Support group for People Living with HIV
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	4.9	4.9	4.9	4.9	despite the lack of fund for the CATCH project of the college, there were several activities conducted to bridge the activities with its target clientele.
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:		0	2	5	5	5	5	requested to be the resource person/speaker on the topics Research Ethics among Most-at-risk and vulnerable groups in the Lyceum University of the Philippines and Research Ethics in the Academe at the University of the Philippines Los Banos
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	2	5	5	5	5	Invited as external panelist in West Visayas State University and the Mindanao State University
	Total Over-all Rating								4.94	

Average Rating (Total Over-all rating divided by 4)	4.94
Additional Points	
FINAL RATING	4.94
ADJECTIVAL RATING	Outstanding

Comments and Recommendations for Development Purpose:
Encouraged to engage/perform extension activities - a function mandated by the university

Evaluated & Rated by:

JESUSA M. MAGNO
 Dean, CON
 Date: 2-22-23

Recommending Approval

JESUSA M. MAGNO
 Dean, CON
 Date: 2-22-23

Approved by:

BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: 2-28-23

1-Quality 2-Efficiency 3-Timeliness 4-Average

Exhibit "G"

PERFORMANCE MONITORING AND COACHING JOURNAL

	1 st	Q u a r t e r
	2 nd	
/	3 rd	
/	4 th	

Name of Office: **COLLEGE OF NURSING**

Head of Office: **Jesusa M. Magno**

Name of Personnel: **DE LOS SANTOS, JANET ALEXIS A.**

Activity Monitoring	Mechanism				Remarks
	Meeting		Memo	Others (Pls specify)	
	One-on One	Group			
Counselling during faculty and individual meetings		<p>Advised to continue developing the learning guides as prescribed by the university.</p> <p>Encouraged to spearhead the College RDE office in crafting proposals for submission.</p>			<p>Submitted the required learning materials for the classes handled.</p> <p>Acclamation of significant contribution towards the College commitment to research publications.</p> <p>Further commendation of forging foreign partnership.</p>


JANET ALEXIS A. DE LOS SANTOS

Faculty

Conducted by:


JESUSA M. MAGNO

Dean, College of Nursing

Noted by:


BEATRIZ S. BELONIAS

VP, Academic Affairs

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DE LOS SANTOS, JANET ALEXIS A.

Performance Rating: 4.88

The Performance Rating showed that the concerned faculty obtained an Outstanding Performance in the areas of Instruction, Research and Extension based from IPCR results.

The abovementioned faculty has commendable performance as the college had accomplished the targets set for CY 2022.

Moreover, her initiative to initiate collaboration for foreign partnership added in the accomplishment for internationalization.

Aim:

1. To spearhead the College RDE office in crafting proposals for submission.
2. Perform other functions like extension activities as mandated by the university.

Date: July 2022

Target Date: Dec. 2022

First Step:

1. Inclusion of researcher-initiated collaboration be registered to RD office
2. Identify avenues for presentation of research findings.

Results:

1. Registered collaborated researches to RDEI office.
2. Presented research results in conferences.

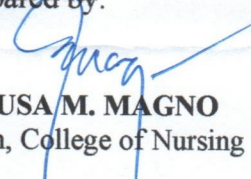
Next step:

1. Encouraged to increase research participation and engagement at the local, national and international levels.

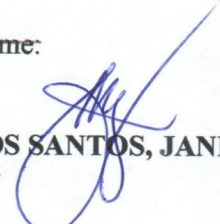
Recommendations:

1. Agreed to increase collaboration to research and extension engagements.

Prepared by:


JESUSA M. MAGNO
Dean, College of Nursing

Conforme:


DE LOS SANTOS, JANET ALEXIS A.
Faculty