

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: JULISSAH C. EVANGELIO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
Head/Dean (50%)		4.96x50%= 2.48	
Students (50%)		4.00x50%= 2.0	
Total for Instruction	75%	4.48	3.36
2. Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research	25%	5.0	1.25
3. Extension			
Client/Dir. for Extension (50%)			
Dept. Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.61

EQUIVALENT NUMERICAL RATING: 4.61
Add: Additional Points, if any: none
TOTAL NUMERICAL RATING: 4.61

ADJECTIVAL RATING: **OUTSTANDING**

JULISSAH C. EVANGELIO

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, Julissah C. Evangelio, 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 Jul-Dec 2021.

JULISSAH C. EVANGELIO
Assistant Professor IV
Date: March 5, 2022

Approved:
ANALYN M. MAZO
Department Head
Date: 3/8/2022

MA. THERESA P. LORETO
College Dean
Date: 3/8/2022

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										
	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	1	1	5	5	5	5.00	
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1	5	5	5	5.00	
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1	1	5	5	5	5.00	
	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							

On-line ready courseware			Prepares Instructional module/laboratory guide/workbook or a combination thereof							
Supplemental learning resources			Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
Assessment tools			Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
A 6 : 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 7 : Number of virtual classroom created and operational			Creates virtual classroom using either Moddle or Google Classroom							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
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	20	19.75	5	5	4	4.67	Accomplishment for Jul-Dec. 2021
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	5 (counted 1 each for the Lec and Lab, but if per subject lang cya, then I have 3)	5	5	4	4.67	Prepared for gradesheet for Biol 183n Lec and Lab (2), MarB 113 Lec and Lab (2), and MarB 11 Lab (1), but have not submitted the Midterm Grade yet

		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	1	12	5	5	5	5.00	Contacted/communicated with these 12 students, most of them replied but decided not to comply anymore because they transferred and others stopped school for the mean time. Only 1 complied and submitted the completion form with grade before the deadline.
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	1	5	5	5	5.00	Attended the IPR Awareness training requested by DBS last August 24, 2021. Other trainings attended were accomplished 100% from Jan-June 2021 (1. Eco-Webinar on the TIEC-CHED Flexible Learning Foundation Virtual Conference; 2. Turnitin Feedback Studio Resource Materials)
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6 (per exam)	5	5	5	5	5.00	Administered 5 exams for Jul-Dec. 2021 for the subjects Biol 183n Lec and Lab (3 students), MarB 113 Lec and Lab (24 students), and MarB 11 Lab (33 students). The rest were accomplished from Jan-June 2021 (ScTS 11b (E014 with 29 students and E016 with 30 students); Ecol21n Lab with 30 students)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	35 (if per quiz/assessments)	19	5	5	5	5.00	For Jul-Dec 2021 accomplishment, however, 100% of the target was already accomplished in Jan-June 2021
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	11 (Laboratory Exercises)	24 (Laboratory Exercises)	5	5	5	5.00	6 Lab Exercises for Biol183n (3 students), 7 Exercises for MarB113 (24 students) and 11 Exercises for MarB 11 (33 students)

	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic adviser to students</i>	20	25	5	5	5	5.00	2 for BS Biology, 22 for BS Marine Biology and 1 for MSTrec
		A17. Number of students advised on thesis/ field practice/special problem:		5	10	5	5	5	5.00	As Thesis adviser
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	1	4	5	5	5	5.00	AS SRC-Chairman
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	2	7	5	5	5	5.00	AS SRC-Member
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	85	5	5	5	5.00	Includes all students, thesis advisees, and academic advisees
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	<i>Advises student organizations recognized by USOO</i>							
		A20. Number of Student organizations assisted on student related activities	<i>Assists student organizations in implementing student related activities</i>							
	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							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	1	2	5	5	4	4.67	Revised MarB 113 - Marine Botany Laboratory Guide; Develop Laboratory Exercises/Guide for Biol183 - Biological Resource Management
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	2	6 (Complete Set for Biol 183n , MarB 113, and MarB 11)	5	5	5	5.00	2 for Biol 183n Lec and Lab, 2 for MarB 113 Lec and Lab, and 1 for Marb 11 Lab

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	30	24	5	5	5	5.00	For Jul-Dec. 2021 accomplishments. Quizzes, learning tasks, and major exams for Biol 183 Lec and Lab, Marb 113 Lec and Lab, and MarB 11 Lab. However, more than 100% of the target was already accomplished from Jan-June 2021 (39 total learning tasks; 35 learning assessments and 1 Midterm Exam for ScTS 11b; 1 Midterm Laboratory Exam for Ecol21n Lab)
		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 Moddle or Google Classroom	1	4	5	5	5	5.00	Virtual Classroom for Biol183n, MarB 113, MarB 11, and Biol200a
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		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	Designs experiential learning							
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							
	PI 2. Number of research outputs completed within the year *	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	Paper on "Growth and survival of <i>Sargassum polycystum</i> germling..." submitted to Philippine Journal of Sciences
		<i>In refereed int'l journals</i>		1	1	5	5	5	5.00	Paper on "Growth and survival of <i>Sargassum polycystum</i> germling..." submitted to Philippine Journal of Sciences
		<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	1	1	5	5	5	5.00	Presented a paper on Culture of <i>Sargassum polycystum</i> during the 16th Philippine Association of Marine Sciences (PAMS) Last July 22-24, 2021
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>		1	1	5	5	5	5.00	Presented a paper on Culture of <i>Sargassum polycystum</i> during the 16th Philippine Association of Marine Sciences (PAMS) Last July 22-24, 2021
	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 paper							

	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator		1	2					Accomplished 100% in Jan-June 2021. Served as Evaluator for the 1. Samar State University Completed Researches; 2. Evaluator for 2021 Undergraduate Student Research Competition
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
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 accreditation tools		100% compliant						
		On program accreditations									
		On institutional accreditations									
UMFO 6. General Admin. & Support Services											
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint						
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice								
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal								
	Total Over-all Rating									114.00	
	Average Rating									4.96	
	Adjectival Rating									Outstanding	
Comments & Recommendations for Development Purpose: Needs to pursue her PhD											

Evaluated & Rated by:

ANALYN M. MAZO

Department Head

Date: 3/8/2022

Recommending Approval

MA. THERESA P. LORETO

Dean, CAS

Date: 3/8/2022

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 3/11/22

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Julissah C. Evangelio

Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2021 Target Date: 2022

First Step:

Continue to pursue graduate studies

Result:

To look apply for a scholarship

Date: June 2022 Target Date: August 2022

Next Step:

Outcome:

Final Step/Recommendation:

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


JULISSAH C. EVANGELIO
Assistant Professor