

Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BEATRIZ S. BELONIAS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction		15	0.744
a. Head/Dean (50%)	4.92	50	2.46
b. Students (50%)	5.0	50	2.5
TOTAL for Instruction			4.96
2. Research		25	1.207
3. Extension		5	0.247
4. Administration		55	2.732
TOTAL			4.93

EQUIVALENT NUMERICAL RATING: 4.93

Add: Additional Points, if any: _____

TOTAL NUMERICAL RATING: _____

FINAL NUMERICAL RATING: _____

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

BEATRIZ S. BELONIAS
Name of Faculty

Reviewed by:

ANALYN M. MAZO
Department Head

Approved:

EDGARDO E. TULIN
President


641 11952


17/14

Visayas State University
INSTRUCTION
 Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, **BEATRIZ S. BELONIAS**, Vice President for Instruction, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2016.


 EDGARDO E. TULIN
 President


 BEATRIZ S. BELONIAS
 VP for Instruction

Success Indicators		Responsible Units	Target	Actual Accomplishments	Rating				REMARKS
					Q1	E2	T3	A4	
DEPARTMENT OF BIOLOGICAL SCIENCES									
DBS MFO 1: Higher Education Services									
	FTE:								
	Undergraduate Courses	BSBelonias	5	16.85	5	5	5	5	
	Number of Instructional Materials (syllabi, etc) revised	BSBelonias	1	2.00	5	4.5	5	4.83	
	No. of undergraduate students served as thesis adviser/SRC chairman or member	BSBelonias	2	5	5	5	4.5	4.83	
DBS MFO 2: Advanced Education Services									
	FTE :								
	Graduate courses	BSBelonias	3	9	5	5	5	5	
	No. of graduate students served as major adviser/GAC Chairman/Member	BSBelonias	2	5	5	5	4.8	4.93	
DBS MFO 3: Research services		BSBelonias							
	Amount of research funds/resources obtained	BSBelonias	300,000	800000.00					
	No. of project reports prepared and submitted	BSBelonias	2	3	5	4.8	4.8	4.76	
	No. of scientific articles reviewed /edited (as reviewer and associate editor of ATR)	BSBelonias	1	3	5	4.8	4.5	4.76	
	No. of research projects /studies conducted/involved	BSBelonias	1	as project leader, 2 as study leader	5	4.8	4.8	4.8	
	No. of articles submitted for publication		1	2	5	5	5	5	
DBS MFO 4: Extension services									
	No. of clients seeking expert services as subject matter specialist (plant identification)	BSBelonias,	3	7	5	4.5	5	4.83	

4.88

4.96

4.87

No. of times serving as resource person in seminar—workshops	BSBelonias	0	2	5	5	5	5	
No. of persons trained	BSBelonias	15	25	5	5	5	5	4.94

OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION

OVPI MFO 1. Higher Education Services

PI 1: Total FTE monitored	OVPI, Department	20	27.28	5	5	5	5.00	
PI 2: Number of new undergraduate curricular program compliant to CMO, approved and	OVPI, Department, Univ.	NA	NA					
PI 3: Number of existing curriculum proposal subjected to evaluation and compliant to	OVPI, Department,	0	0					
PI 4: Percentage increase in number of undergraduate students enrolled	OVPI, Registrar, College,	5%	9.30%	5	5	5	5.00	
PI 5: Percentage increase in the number of undergraduate students who graduated	OVPI, Registrar, College,	10%	33.00%	5	5	5	5.00	
PI 6: Percentage passing of students in licensure board examination	OVPI, Department,	50%	65%	5	5	5	5.00	

OVPI MFO 2. Student Management Services

PI 1: Percentage increase of students enrolled in different degree programs	OVPI, Department,	8%	9.20%	5	5	5	5.00	
PI 2: Number of students awarded with scholarship/fellowship/grants/assistantships	OVPI, Department,	1100	1260	5	5	5	5.00	
PI 3: Number of graduates gainfully employed in jobs related to their undergraduate	OVPI, Department,	180	230	5	5	5	5.00	
PI 4: Number of students availing of dormitory facilities	OVPI, USSO	1800	1800	4	5	5	4.67	
PI 5: Number of undergraduate students awarded with honors/distinction	OVPI, Department,	250	703	5	5	5	5.00	4.96

UMFO 5. Support to Operations (STO)

OVPI MFO 1. Faculty Development Services

PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted	OVPI, ODAHRD, SFAC, Department	20	129	5	5	5	5.00	
PI 2: Number of faculty availing of scholarships		20	129					
VSU Fellowship/Financial Assitantship			40					
Nation			82					
International			7					
PI 3: Number of faculty sent for trainings, seminars, conferences		15	50	5	5	5	5.00	
Local								
Regional			8					
National			25					
International			17					

OVPI MFO 2. Faculty Recruitment/Hiring Services									
PI 1: Number of faculty recruited/hired aligned with ISO standards	OVPI, ODAHRD, APB,	5	5	4	5	5	4.67		
OVPI MFO 3. Faculty Evaluation Services									
PI 1: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated	OVPI, Department, admin staff	65%	100%	5	5	5	5.00		
OVPI MFO 4. Admission & Registration Services									
PI 1: Number of graduating junior high school (K10) students promoted to SHS	OVPI, USSO, Registrar's Off	200	251	5	5	5	5.00		
PI 2: Number of students enrolled and validated within scheduled regular registration	OVPI, USSO, Registrar's Off	300 / 3000	373 / 6199	5	5	5	5.00		
OVPI MFO 5. Guidance and Counseling & Support to Students Services									
PI 1: Number of guidance activities conducted	OVPI, USSO	1	3	5	5	5	5.00		
PI 2: Percentage of students who have availed of guidance and counseling services	OVPI, USSO	80%	100%	5	5	5	5.00		
PI 3: Number of students awarded scholarship and grants	OVPI, USSO	1,000	2,570	5	5	5	5.00		
PI 4: Number of best practices on students services implemented	OVPI, USSO								
OVPI MFO 6. Library Services									
PI 1: Percentage increase in the number of students, faculty and staff availing the Library	OVPI, Univ Lib	90%	100%	5	5	5	5.00		
PI 2: Percentage increase in the number of students, faculty, researchers and staff availing the Library resources and facilities	OVPI, Univ Lib	90%	100%	5	5	5	5.00		
PI 3: Number of best Library practices introduced which increase demand to avail of Library services	OVPI, Univ Lib	6	8	5	5	5	5.00		
OVPI MFO 7. Distance Education Services									
PI 1: Number of distance education curricular programs implemented	OVPI, OGS, OPO,	4	5	5	5	5	5.00		
PI 2: Percentage increase in the number of extramural students enrolled	OVPI, OGS, OPO,	1%	15.78%	5	5	5	5.00		
PI 3: Number of extramural students graduated within the prescribed period	OVPI, OGS, OPO,	2	2	4	5	5	4.67		
OVPI MFO 8. Program and Institutional Accreditation Services									
PI 1: Number of graduate degree program specializations which passed accreditation/evaluation of at least Level 1	OVPI, QAC, OGS, Department	4	12	5	5	5	5.00		
PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standard	OVPI, QAC, ODAHRD	50%	65%	5	5	5	5.00		
PI 3: Number of degree programs compliant with CHED	OVPI, QAC, College, Department	13	17	5	5	5	5.00		
PI 4: Readiness to SUC levelling by CHED & DBM	OVPI, QAC, Department	40%	100%	5	5	5	5.00		
OVPI MFO 9. Development Broadcasting & Communication Services									
PI 1: Number of technical services rendered	OVPI, DYDC	70	120	5	5	5	5.00		
PI 2: Number of radio programs developed and aired	OVPI, DYDC	120	157	5	5	5	5.00		

PI 3: Number of guests invited and interviewed on air	OVPI, DYDC	20	20	5	5	5	5.00	
PI 4: Number of beneficiaries/clientele served	OVPI, DYDC	100	130	5	5	5	5.00	
PI 5: Number of queries served on time	OVPI, DYDC	100	800	5	5	5	5.00	
PI 6: Number of student interns supervised	OVPI, DYDC	5	13	5	5	5	5.00	5.0

UMFO 6. General Administration and Support Services (GASS)

OVPI MFO 1. Administrative and Facilitative Services

PI 1: Number of colleges, departments & support units supervised, monitored &	OVPI, College, Department	45	45	4	5	5	4.67	
PI 2: Number of management meetings conducted	OVPI, College, Department	38	125	5	5	5	5.00	
PI 3: Number of documents acted	OVPI, College, Department	850	3000	5	5	5	5.00	
PI 2: Number of university committees/ boards/council chaired & coordinated	OVPI, College, Department	6	6	4	5	5	4.67	
PI 3: Number of personnel policies reviewed and endorsed to UADCO & approved by	OVPI, ODAHRD, PRPEO, College, Department	1	3	5	5	5	5.00	
PI 4: Number of academic related policies reviewed and endorsed to UADCO & approved by BOR	OVPI, College, Department		1	5	5	5	5.00	
PI 5: Number of frontline academic services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously	OVPI, College, Department, Units	13	13	4	5	5	4.67	
PI 6: Percentage of new faculty recruited/hired using procedures aligned with ISO standards	OVPI, ODAHRD, PRPEO, APB, College, Department	90%	100%	5	5	5	5.00	
PI 7: Percentage of newly hired faculty oriented with university policies and procedures	OVPI, ODAHRD, PRPEO	NA						
PI 8: Percentage of faculty evaluated by their students	OVPI, PRPEO, Department,	88%	100%	5	5	5	5.00	
PI 9: Percentage implementation of SPMS & PBB	PMT	88%	100%	5	5	5	5.00	

OVPI MFO 2. Frontline Services

PI 1. Efficient and customer-friendly frontline service	Zero percent of complaints not acted	0	Minor complaints	4.0	5.0	5.0	4.67	
Best practices/new initiatives	All offices under the							
Use of a simpler student-friendly Teaching Performance Evaluation Instrument wherein students do not put their names				5	5	5	5.00	
Early scheduling of AACUP accreditation of graduate and undergraduate programs to support SUC Levelling			4 undergrad; 4 graduate	5	5	5	5.00	
Submission and acceptance of several graduate degree programs for CHED accreditation as delivering HEI for the CHED K to 12 scholarship program			82	5	5	5	5.00	
Submission and BOR approval of a "Proposal to Grant Study-Leave-with-Pay to Faculty Pursuing Graduate Degree Without External Scholarships"			1	5	5	5	5.00	4.912

	Supporting Part-time Instructors to avail of CHED K to 12 Scholarships			31	5	5	5	5.00	
	Requiring Research Centers to submit Certification that the faculty recommended for faculty positions have teaching load from affiliated departments before approval of recommendation				5	5	5	5.00	
Total Over-all Rating					307.80	313.40	313.40	311.41	
Average Rating					4.97	4.97	4.97	4.94	
Adjectival Rating									


5.0


Received by:


Calibrated by:

Recommending Approval:

Approved:


REMEDPTA L. SORI
 Planning Office
 Date: _____


REMBERTO A. PATINDOL
 Chairman, PMT
 Date: _____


BEATRIZ S. BELONIAS, Ph.D.
 Vice Pres. for Instruction
 Date: _____


EDGARDO E. TULIN, Ph.D.
 President
 Date: _____