SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: CHERYL C. BATISTEL

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
Head/Dean (50%)		4.94 x100%= 4.94	
Students (50%)			
Total for Instruction	90%	4.94	4.446
2. Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research	5%	5.00	0.25
3. Extension			
Client/Dir. for Extension (50%)			
Dept Head/Center Director (50%)			
Total for Extension	5%	5.00	0.25
4. Administration			
5. Production			
TOTAL	100%		4.946

EQUIVALENT NUMERICAL RATING: 4.946
Add: Additional Points, if any: none
TOTAL NUMERICAL RATING: 4.946

ADJECTIVAL RATING: **OUTSTANDING**

CHERTL C. BATISTEL
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, Cheryl C. Batistel, a faculty member of the _DEPARTMENT OF BIOLOGICAL SCIENCES_ commit to the 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 2023.

Approved:

CHERYL C. BATISTEL
Assistant Professor IV
Date: July 25, 2023

ANALYN M. MAZO
Department Head
Date: 7/24/2023

MA. THERESA P. LORETO
College Dean
Date: JUL 2 7 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	Eficiency	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							
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		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_							

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	23.85	5	5	5	5.00	Handled and taught classes in Ecol 183 lec and lab, Biol 198 lec, ScTS 11b (2 sections)
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	4	5	5	4	4.67	Prepared and submitted gradesheets of courses handled

	PI	Activity	Description	Target	Accomplishment	Q	E	T	Rating	Remarks
		A 11. 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							
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	5	5.00	Attended the mandatory Faculty Onboarding Training
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	10	11	5	5	4	4.67	Administered and checked long examination for subjects taught
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	30 (if per quiz or assessments)	22	5	5	4	4.67	Prepared and checked quizzes for lec and lab for subjects taught
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	6	12	5	5	5	5.00	Checked lab reports and term papers submitted as required
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	5	2	5	5	5	5.00	Acted as academic adviser for BSBio
		A17. Number of students advised on thesis/ field practice/special problem:								
		As Thesis Adviser		2	3	5	5	5	5.00	Sserved as Thesis Adviser of Cabagnot, Jumawid and Enales
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	1	5	5	5	5.00	Advised and corrected the research outlines and thesis manuscript of Asis
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	3	1	5	5	5	5.00	Advised and corrected the research outlines and thesis manuscripts of Babilonia
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	30	12	5	5	5	5.00	Entertained students consulting on subject taught, thesis and grades
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO							

		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	4	5	5	5	5.00	Prepared Instructional module/laboratory guide/ for the courses taught
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	25	5	5	5	5.00	Prepared PowerPoint presentations, video clips, reading assignments for the courses taught
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	30	36	5	5	5	5.00	Prepared assessment tools such as long exams, practical exams, and quizzes
		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 Moodle or Google Classroom	1						
	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	1						
		Agency/firm/Industry linkages (Department Student Internship Coordinator)	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
UMFO 3 . RESEARCH SERVICES										

				1							
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							
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									
	In refereed int'l journals										
	In refereed nat'l/regional journals										
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 scienfic for a/conferences									
	In int'l fora/conferences										
	In nat'l/regional fora/conferences										
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		1	5	5	5	5.00	Served as reviewer of one manuscript submitted for publication in the Science and Humanities journal
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
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	Identifies and links with probable partners for extension activities and maintains this active partnership		1	1	5	5	5	5.00	On-going partnership with TrEcH partners (LGU Baybay, University of Maryland, UP-Diliman)
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 supported consistent with the SUC's mandated and priority programs	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 advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	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 beneficiaries								
	Research Mentoring	*Research Mentor*								

	Peer reviewers/Panelists	Peer reviewers/Panelists							
	Resource Persons	Resource Persons							
	Convenor/Organizer	Convenor/Organizer							
	Consultancy	Consultant							
	Evaluator	Evaluator							
	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 theQMS 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						
		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						
		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								
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 performfing 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								79.00		
Average Rating								4.94		
Adjectival Rating								Outstanding		

Comments & Recommendations for Development Purpose: Submit research proposals to potential funding agencies

Evaluated & Rated by:

ANALYN M. MAZO
Head, DBS
Date: 7/26/2023

Recommending Approval

MA. THERESA P. LORETO
Dean, CAS
Date: JUL 2 7 2023

Approved by:

BEATRIZ S. BELONIAS
Vice President for Acadmic Affairs
Date: 7/27/23

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Cheryl C. Batistel
Performance Rating: Outstanding

Aim: Conduct more research

Proposed Interventions to Improve Performance

Date: July 2023   Target Date: December 2023

First Step:
Identify research area and develop proposal

Result:
Draft proposal

Date: January 2024   Target Date: June 2024

Next Step:
Revise proposal

Outcome:
Submit final draft to possible funding agency

Final Step/Recommendation:

Prepared by:

ANALYN M. MAZO
Unit Head

Conforme:

CHERYL C. BATISTEL
Assitant Prof. IV