SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
July – December 2016

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%)	4.918	50	2.46
b. Students (50%)	5.0	50	2.5
TOTAL for Instruction			4.96
2. Research	4.83	25	1.207
3. Extension	4.94	5	0.247
4. Administration	4.994	55	2.75
TOTAL			**4.95**

EQUIVALENT NUMERICAL RATING: 4.95
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING:
FINAL NUMERICAL RATING   4.95

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by: Reviewed by:

BEATRIZ S. BELONIAS
Name of Faculty

ANALYN M. MAZO
Department Head
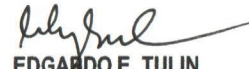
Approved:

EDGARDO E. TULIN
President

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 July to December, 2016.

EDGARDO E. TULIN
President

BEATRIZ S. BELONIAS
VP for Instruction

		Success Indicators	Responsible Units	Target	Actual Accom-plishments	Q1	E2	T3	A4	REMARKS
DEPARTMENT OF BIOLOGICAL SCIENCES										
DBS MFO 1: Higher Education Services										
	FTE:									
		Undergraduate Courses	BSBelonias	3	5.76	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	6	5	5	4.5	4.83	
DBS MFO 2: Advanced Education Services										
	FTE :									
		Graduate courses	BSBelonias	1	4	5	5	5	5	
		No. of graduate students served as major adviser/GAC Chairman/Member	BSBelonias	1	3	5	5	4.8	4.93	4.918
DBS MFO 3: Research services			BSBelonias							
		Amount of research funds/resources obtained	BSBelonias	300,000	800000					
		No. of project reports prepared and submitted	BSBelonias	1	2	5	4.8	4.8	4.76	
		No. of scientific articles reviewed /edited (as reviewer and associate editor of ATR)	BSBelonias	0	1	5	4.8	4.5	4.76	
		No. of research projects /studies conducted/involved	BSBelonias	1	4 (2 as project leader, 2 as study leader)	5	4.8	4.8	4.8	
		No. of articles submitted for publication		0	1	5	5	5	5	4.83
DBS MFO 4: Extension services										
		No. of clients seeking expert services as subject matter specialist (plant identification)	BSBelonias,	2	5	5	4.5	5	4.83	

No. of times serving as resource person in seminar—workshops	BSBelonias	0	2	5	5	5	5	
No. of persons trained	BSBelonias	10	15	5	5	5	5	4.94

OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION   *4.994*

UMFO 1: Advanced Education Services

OVPI MFO 1. Graduate Degree Program Management Services

PI 1: Number of graduate degree specializations offered and monitored	OVPI, OGS, College, Department	46	46	5	5	5	5.00	
PI 2: Total FTE monitored	OVPI, OGS, College, Department	20	26	5	5	5	5.00	
PI 3: Percentage increase in number of graduate students enrolled	OVPI, OGS, Department, Registrar	7%	42%	5	5	5	5.00	
PI 4: Percentage increase in number of students who graduated within prescribed period	OVPI, OGS, Department, Registrar	3.00%	6.00%	5	5	5	5.00	
Percentage of programs (major fields) accredited Level 1-4	OVPI, OGS, Department	20.00%	57.14%	5	5	5	5.00	

OVPI MFO 2. Graduate Student Management Services

PI 1: Number of graduate students awarded with scholarship/assistantship	OVPI, OGS, OPO, Department	52	152	5	5	5	5.00	
PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period	OVPI, OGS, OPO, Department, Registrar	60%	100%	5	5	5	5.00	
PI 3: Number of graduate students awarded with honors/distinction	OVPI, OGS, OPO, Department,	NA	NA					

UMFO 2. Higher Education Services

OVPI MFO 1. Curriculum Program Management Services

PI 1: Total FTE monitored	OVPI, Department	22	28	5	5	5	5.00	
PI 2: Number of new undergraduate curricular program compliant to CMO, approved and offered	OVPI, Department, University Curriculum Committee		NA					
PI 3: Number of existing curriculum proposal subjected to evaluation and compliant to CMO	OVPI, Department, University Curriculum Committee	1						CMO will be changed to align with K to 12 program
PI 4: Percentage increase in number of undergraduate students enrolled	OVPI, Registrar, College, Department	6.00%	-20%					Enrollment is expected to decrease due to Kto12 implementation
PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period	OVPI, Registrar, College, Department	12%	99.64%	5	5	5	5.00	
PI 6: Percentage passing of students in licensure board examination	OVPI, Department, Registrar, URC	52%	74.37%	5	5	5	5.00	

OVPI MFO 2. Student Management Services

PI 1: Percentage increase of students enrolled in different degree programs	OVPI, Department, Registrar	10%	-21.37%					Enrollment is expected to decrease due to Kto12 implementation
PI 2: Number of students awarded with scholarship/fellowship/grants/assistantships	OVPI, Department, Registrar,	1200	1340	5	5	5	5.00	
PI 3: Number of graduates gainfully employed in jobs related to their undergraduate	OVPI, Department, Registrar,	185	250	5	5	5	5.00	

Performance Indicator	Office	Target	Actual	Q1	Q2	Q3	Avg	Remarks
PI 4: Number of students availing of dormitory facilities	OVPI, USSO	1800	1800	5	5	5	5.00	No. of students cannot exceed the capacity of the dormitory
PI 5: Number of undergraduate students awarded with honors/distinction	OVPI, Department, Registrar,	NA						
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	30	61	5	5	5	5.00	
PI 2: Number of faculty availing of scholarships		15	99	5	5	5	5.00	
VSU Fellowship/Financial Assistance			33					
National			58					
International			8					
PI 3: Number of faculty sent for trainings, seminars, conferences		15		5	5	5	5.00	
Local			9					
Regional			20					
National			37					
International			25					
OVPI MFO 2. Faculty Recruitment/Hiring Services								
PI 1: Number of faculty recruited/hired aligned with ISO standards	OVPI, ODAHRD, APB, Department	8	27	5	5	5	5.00	
OVPI MFO 3. Faculty Evaluation Services								
PI 1: Percentage of faculty rated by students with at least very satisfactory rating	OVPI, Department, admin staff	70%	100%	5	5	5	5.00	
OVPI MFO 4. Admission & Registration Services								
PI 1: Number of graduating high school students who took the entrance scholarship exam resulting from information drive	OVPI, USSO	NA						
PI 2: Number of students enrolled and validated within scheduled regular registration period	OVPI, USSO	2500	6151	5	5	5	5.00	
OVPI MFO 5. Guidance and Counselling & Support to Students Services								
PI 1: Number of guidance activities conducted	OVPI, USSO	2	4	5	5	5	5.00	
PI 2: Percentage of students who have availed of guidance and counselling services	OVPI, USSO	80%	100%	5	5	5	5.00	
PI 3: Number of students awarded scholarship and grants	OVPI, USSO	1100	2345	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 services	OVPI, Univ Lib	92%	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	95%	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	3	5	5	5	5	5.00

OVPI MFO 7. Distance Education Services

PI 1: Number of distance education curricular programs implemented	OVPI, OGS, OPO, Registrar,	4	5	5	5	5	5.00
PI 2: Percentage increase in the number of extramural students enrolled	OVPI, OGS, OPO, Registrar, Department	1%	78.5%	5	5	5	5.00
PI 3: Number of extramural students graduated within the prescribed period	OVPI, OGS, OPO, Registrar,						

OVPI MFO 8. Program and Institutional Accreditation Services

PI 1: Number of degree programs which passed accreditation/evaluation at least Level 1	OVPI, QAC, OGS, Department	4	19	5	5	5	5.00
PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards	OVPI, QAC, ODAHRD	50%	100%	5	5	5	5.00
PI 3: Degree program compliant with CHED	OVPI, QAC, College, Department						
PI 4: Readiness to SUC levelling by CHED & DBM	OVPI, QAC, Department	75%	100%	5	5	5	5.00

OVPI MFO 9. Development Broadcasting & Communication Services

PI 1: Number of technical services rendered	OVPI, DYDC	75	130	5	5	5	5.00
PI 2: Number of radio programs developed and aired	OVPI, DYDC	125	160	5	5	5	5.00
PI 3: Number of guests invited and interviewed on air	OVPI, DYDC	20	24	5	5	5	5.00
PI 4: Number of beneficiaries/clientele served	OVPI, DYDC	110	145	5	5	5	5.00
PI 5: Number of queries served on time	OVPI, DYDC	250	825	5	5	5	5.00
PI 6: Number of student interns supervised	OVPI, DYDC	8	15	5	5	5	5.00

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 & coordinated	OVPI, College, Department	45	45	5	5	5	5.00
PI 2: Number of management meetings conducted	OVPI, College, Department	40	130	5	5	5	5.00
PI 3: Number of documents signed and approved	OVPI, College, Department	1000	3100	5	5	5	5.00
PI 2: Number of university committees/ boards/council chaired & coordinated	OVPI, College, Department	6	8	5	5	5	5.00
PI 3: Number of personnel policies reviewed and endorsed to UADCO & approved by BOR	OVPI, ODAHRD, PRPEO, College, Department	1	1	4	5	5	4.67
PI 4: Number of academic related policies reviewed and endorsed to UADCO & approved by BOR	OVPI, College, Department	1	2	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	5	5	5	5.00
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,	90%	100%	5	5	5	5.00
PI 8: Percentage implementation of SPMS & PBB	PMT	90%	100%	5	5	5	5.00
OVPI MFO 2. Frontline Services							
PI 1. Efficient and customer-frienly frontline service	Zero percent complaint from clients served	0	0	5	5	5	5.00
Best practices/new initiatives:							
Hiring of emergency JOs to fast track consolidation of Teaching Performance Evaluation results before Dec. 15, 2016 for FTE computation.				5	5	5	5.00
Not hiring student assistants to summarize Teaching Performance Evaluation to ensure confidentiality				5	5	5	5.00
Use of Summarized Teaching Performance Evaluation results of faculty in the QCE (not the raw evaluation forms) to ensure confidentiality				5	5	5	5.00
Conduct of Faculty Development Program Review in all academic units				5	5	5	5.00
Conduct of Instruction Review of all curricular programs of the academic units				5	5	5	5.00
Recommended potential part-time faculty for CHED K to 12 Scholarship Program (2nd				5	5	5	5.00
Recommended potential faculty members for a 3-week trainors' training on general education courses (2 batches)				5	5	5	5.00
Recommended potential faculty members for a 3-week trainors' training on general				5	5	5	5.00
Total Over-all Rating				234.00	235.00	235.00	333.41
Average Rating				4.33	4.35	4.35	4.98
Adjectival Rating				Oustanding			

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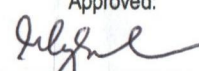
REDEMPTA L. SORIA
Planning Officer
Date: _____

Calibrated by:

REMBERTO A. PATINDOL
Chairman, PMT
Date: _____

Recommending Approval:

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

Approved:

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