

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: EA KRISTINE CLARISSE B. TULIN

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.00 x 100%	5.00
b. Students (50%)			
Total for Instruction	60%	5.00	3.00
2. Research			
a. Client/Dir. for Research (50%)		5.00 x 50%	2.50
b. Dept. Head/Center Director (50%)		5.00 x 50%	2.50
Total for Research	40%	5.00	2.00
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL			5.00

EQUIVALENT NUMERICAL RATING: 5.00

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 5.00ADJECTIVAL RATING: Outstanding

Prepared by:


EA KRISTINE CLARISSE B. TULIN
Name of Faculty

Reviewed by:


LOURD FRANZ M. GABUNADA
OIC-Head, Biotechnology

Recommending Approval:



MA. THERESA P. LORETO
Dean, College of Arts and Sciences

Approved:


BEATRIZ S. BELONIAS
VP for Academic Affairs


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Ea Kristine Clarisse B. Tulin, a faculty member of the DEPARTMENT OF BIOTECHNOLOGY, commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period October - December 2022


EA KRISTINE CLARISSE B. TULIN
 Instructor I
 Date: *Dec. 20, 2022*

Approved:

LOURDE FRANZ M. GABUNADA
 OIC-Department Head
 Date: *Dec. 21, 2022*


MA. THERESA P. LORETO
 Dean, CAS
 Date: *DEC 23 2022*

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicator in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
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	6.15	6.15	5	5	5	5.00	Teaches Btec 22 lec, Btec 141 lec, Btec 141 lab
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	4	5	5	5	5.00	Btec 22 lec, Btec 141 lec, Btec 141 lab
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	1	1	5	5	5	5.00	Btec 141 lab
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students							
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	10	5	5	5	5.00	BSBiotech students in Btec 22 and Btec 134
	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	1	5	5	5	5.00	Btec 22
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	10	5	5	5	5.00	Btec 22, Btec 141
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets. etc.	5	5	5	5	5	5.00	Btec 22, Btec 141

UMFO 3 . RESEARCH SERVICES										
	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-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>			1	5	5	5	5.00	Journal of Neurochemistry (doi: 10.1111/jnc.15695)
		<i>In refereed nat'l/regional journals</i>								
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 36. Number of research projects conducted within the year	Conducts research projects within the year		3	5	5	5	5.00	Project codes: VSU-IP-2021-6; VSU-IP-2021-9; VSU-IP-2021-11
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							
	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	10	10	5	5	5	5.00	Seminar-workshop entitled "Advancing Biotechnology through Innovation"
	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							
	<i>Research Mentoring</i>	<i>Research Mentor</i>								
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>								
	<i>Resource Persons</i>	<i>Resource Persons</i>		1	1	5	5	5	5.00	Seminar-workshop entitled "Advancing Biotechnology through Innovation"
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>								
	<i>Consultancy</i>	<i>Consultant</i>								
	<i>Evaluator</i>	<i>Evaluator</i>								
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							

		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 (GASS)										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	0% complaint	Zero % complaint	5	5	5	5.00	No complaint received
	Total Over-all Rating								60.00	
	Average Rating								5.00	
	Adjectival Rating								Outstanding	

Average Rating (Total Over-all rating divided by 11)		5.00
Additional Points		
Approved Additional Points (with copy of approval)		
FINAL RATING		5.00
ADJECTIVAL RATING		Outstanding

Comments and Recommendations for Development Purposes:


Dr. Decatur should continue crafting research proposals for funding and engage in extension activities.

Evaluated & Rated by:



LOURD FRANZ M. GABUNADA
 OIC-Department Head

Date: Dec 21, 2022

Recommending Approval:


MA. THERESA P. LORETO
 Dean, College of Arts and Sciences
 Date: DEC 23 2022

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date: Dec 21, 2022

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 nd	
✓	3 rd	
✓	4 th	

Name of Employee: Ea Kristine Clarisse B. Tulin

Head of Office: Lourd Franz M. Gabunada

Number of Personnel: 5

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	I informed Dr. Tulin to constantly monitor the academic performance and welfare of her students.				Dr. Tulin constantly communicates with her students regarding course requirements.
Coaching	I encouraged Dr. Tulin to collaborate with other faculty and craft research/extension proposals.				Dr. Tulin conceptualized research/extension activities for the department.

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


LOURD FRANZ M. GABUNADA

Head, Department of Biotechnology

Noted by:


MA. THERESA P. LORETO

Dean, College of Arts and Sciences

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: EA KRISTINE CLARISSE B. TULIN

Performance Rating: Outstanding

Aim: To assess the plans of Dr. Ea Tulin after completion of her PhD.

Proposed Interventions to Improve Performance:

Date: July 2022 Target Date: December 2022

First Step: I asked Dr. Ea Tulin her plans for after completion of PhD.

Result: Dr. Ea Tulin was awarded a fully funded post-doctoral research fellowship at Harvard Medical School, Boston, USA and plans to accept the scholarship offer.

Date: January 2023 Target Date: June 2023

Next Step: Dr. Ea Tulin was encouraged to accomplish necessary arrangements for study leave.


Outcome: Dr. Ea Tulin will accomplish necessary arrangements to file study leave.

Final Step/Recommendation: Follow up status of Dr. Ea Tulin's post graduate fellowship and provide necessary support for its timely completion.

Prepared by:


LOURB FRANZ M. GABUANDA
Head, Department of Biotechnology

Conforme:


EKCBT 23-01
EA KRISTINE CLARISSE B. TULIN
Name of Ratee Faculty