

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Janet Alexis A. De los Santos

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.98 \times 50\% = 2.49$	
b. Students (50%)		$5.0 \times 50\% = 2.5$	
Total for Instruction	40%	4.99	1.99
2. Research			
a. Dept. Head/Center Director (100%)		$5.0 \times 100\% = 5.00$	
Total for Research	40%	5.00	2
3. Extension			
a. Dept Head/Center Director (100%)		$4.95 \times 100\% = 4.95$	
Total for Extension	20%	4.95	0.99
TOTAL			4.98


EQUIVALENT NUMERICAL RATING: 4.98
 Add: Additional Points, if any: 0.0
 TOTAL NUMERICAL RATING: 4.98

ADJECTIVAL RATING: Outstanding

Prepared by:


JANET ALEXIS A. DE LOS SANTOS
 Name of Faculty


Reviewed by:


MICHELLE A. CALDA
 Department Head

Recommending Approval:


MICHELLE A. CALDA
 Dean

Approved:


BEATRIZ S. BELONIAS
 VP for Academic Affairs

0430

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JANET ALEXIS A. DE LOS SANTOS, a faculty member of the COLLEGE OF NURSING 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 JULY-DECEMBER, 2023.

JANET ALEXIS A. DE LOS SANTOS
ASSOCIATE PROFESSOR IV
Date: 3/18/2024

Approved:

MICHELLE A. CALDA
College Dean
Date: 3/18/2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (Jan-June)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
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 subjects/courses assigned: NuCM 115, NuCM 107r, NuCM 114r, INPR	5	19.08	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2	5	5	5	5.00	NuCM 111

		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	4	5	5	5	5.00	(1) Faculty on-boarding for (FOB)Faculty, (2) Adventist Women Leaders in Government Service: A narrative Inquiry Asian Qualitative Research Network, (3)Basic Principles of Quantitative Data Analysis with Statistical Applications by the National Teacher Training Center for Health Professions, UP Manila, (4) Mandatory Orientation and Reorientation of Academic Advisers and Department Enrolment Focal Persons
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2	5	5	5	5.00	NuCM 115 (MT and FIN)
		A14. Number of quizzes administered and checked	Prepares and checks quizzes/ Case studies for lec and lab	2	18	5	5	5	5.00	(17) Research groups in NuCM 115, (1) Case study group in Level 4 INPR
	PI 8. Number of students advised*	A16 Number of students advised:	Act as adviser to level 1 students, Research adviser	100	203	5	5	5	5.00	(117) Level 1 advisees, (73) Level 3 Students in NuCM 115 (Nursing Research), (13) students 4th Year Case study
		A17. Number of students advised on thesis/ field practice/ special problem:								
		As SRC Chairman	Advises and corrects research outline and thesis/SP manuscript	5	34	5	5	5	5.00	17 Thesis Manuscript (Kunzite 2023); 17 thesis outline (Labradorites 2024)
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, research and grades	10	203	5	5	5	5.00	(117) Level 1 advisees for enrollment, (73) Level 3 Students in NuCM 115 (Nursing Research), (13) students 4th Year Case study
	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	1	2	5	5	5	5	NuCM 115 (for 2nd Sem) and NuCM 111 (for 1st Sem)

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4.9	4.9	4.9	4.90	NuCM 115 (for 2nd Sem)
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	5	5	5	5	5.00	for NuCM 111 (1st Sem)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	4	5	5	5	5.00	NuCM 115 (for 2nd Sem) and NuCM 111 (for 1st Sem)
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	2	5	5	5	5.00	NuCM 115 (for 2nd Sem) and NuCM 111 (for 1st Sem)
		TOTAL				5	5	5	4.99	
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	1	3	5	5	5	5	(2) studies institutional research studies (1 funded, 1 no fund); (1) DOST-NRCP funded project co-authored with VSU-CVM
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and publish research in a refereed journals	1	3	5	5	5	5	3 studies published Scopus indexed journal [2] in Malaysian Journal of Nursing] : Feasibility of Offering MS Nursing Program at Visayas State University; Knowledge, Attitudes, and Behaviors toward HIV/AIDS among Health Care Workers' in Urban Cities in Leyte Philippines. [1] Journal of Health Science and Medical Research: Development and Psychometric Evaluation of teh HIV-Related Stigma in Health Facilities (HIV-SHF) Scale

	PI 1. Number of active partnerships with LGU, industries, NGOs, NGA, SMEs and other stakeholders as a results of extension activities	A 36. Number of active partnerships with LGUs, Industries, NGOs, NGAs, SMEs and other stakeholders facilitated and maintained		1	4	5	5	5	5.00	(1) Visca Foundation Elementary School, (1) University of the Philippines Manila School of Health Sciences (1) Patria Husada Blitar, Indonesia (1) Department of Science and Technology- Philippine Council for Health Reseach and Development
	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	1	0	4.8	4.8	5	4.8	Forwarded proposal to OVPREI but has not yet been acted upon by the TWGs yet
	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	1	3	5	5	5	5.00	Technical expertise requested by (1) PCHRD, and (1) NRCP; Invited by UPM-SHS as Resource Person for HIV
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	6	5	5	5	5.00	Sits as Editorial Review Board: Sage Open Nursing: https://journals.sagepub.com/editorial-board/SON
		TOTAL				5	5	5	4.95	

	Average Rating (Total)	xx
	Additional Points	
	FINAL RATING	
	ADJECTIVAL RATING	

Comments and Recommendations for Development Purpose

keep up the good work!

Program	Percentage Weight	Numerical Rating		Equivalent Numerical
Instruction (Supervisor)	50% of 45%	4.95	2.46	
Instruction (Students)	50% of 45%	4.67	2.33	
Instruction (Total)	45%		4.99	2.24
Research	35%		5	1.75
Extension	20%		4.95	0.99
Administration & Sypport to				
Additional Points:				
Punctuality				

Approved Additional points				
FINAL RATING			Outstanding	4.98
ADJECTIVAL RATING			Outstanding	

Evaluated & Rated by:


MICHELLE A. CALDA

Dean, CON

Date: 3/18/2024

Recommending Approval


MICHELLE A. CALDA

Dean College of Nursing

Date: 3/18/2024

Approved by:


BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 3/18/2024

1- Quality 2- Efficiency 3- Timeliness 4- Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **DE LOS SANTOS, JANET ALEXIS A.**
Performance Rating: **4.98**

The Performance Rating showed that the concerned faculty obtained an Outstanding Performance in the delivery of core mandates of the university. As a VSU employee, she is designated as UERC chair and facilitated a training on PHREB. She was able to train several faculty members as representatives of departments and Colleges in VSU. As a teacher, she was able to conduct seminars to some BSN and Education students and faculty member on how to develop and conduct quantitative and qualitative research. She also develops MSN program for nurses. In addition, she has several research and research engagements with state and universities in the Philippines and abroad. Dr. De Los Santos' significant contribution through publication is duly noted in the realization of this year's college target.

Aim(s):

1. To spearhead in coaching other faculty members on developing and conducting research.
2. Encouraged to develop research proposals for endorsement involving other faculty members

Date: February 2024

Target Date: 3rd to 4th quarter of 2024

Proposed Interventions to Improve Performance:

First Step:

- Encouraged to develop a training design for the VSU-CoN faculty members re: crafting winnable research proposals.

Results:

- Planning on conducting training on research proposal making

Next Step:

- Finalization on the training design.

Final Step/Recommendation:

- To finalize MSN program based from the TWGs comments and suggestions.
- To conduct in-house training to VSU faculty members

Prepared by:


MICHELLE A. CALDA
Dean

Conforme:


JANET ALEXIS A. DE LOS SANTOS
Faculty