

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BERNA LOU A. REGIS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.88 x50%= 2.44	
b. Students (50%)		4.29x50%=2.145	
Total for Instruction	95%	4.585	4.355
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	4.835	0.241
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.596

EQUIVALENT NUMERICAL RATING:

4.596

Add: Additional Points, if any:

none

TOTAL NUMERICAL RATING:

4.596

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Reviewed by:

BERNA LOU A. REGIS

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, Berna Lou A. Regis, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES 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

BERNA LOU A. REGIS
Assistant Professor IV
Date: 1/23/2024

Approved:
ANALYN M. MAZO
Department Head
Date: 1/23/2024

MA. THERESA LORETO
College Dean
Date: JAN 23 2024

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 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							
		AS GAC Member	Advises and corrects research outline and							
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1	7	5	5	5	5.00	
	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, etc.							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading							
		Assessment tools	Prepares assessment tools such as long exam, quizzes							

	<i>A 6 : Number of on-line course were reviewed by TRP & edited by</i>	<i>Submits the course were duly reviewed by TRP for</i>							
	<i>A 7 : Number of virtual classroom created and operational</i>	<i>Creates virtual classroom using either Moodle or</i>							
	<i>A 8. Other outputs implementing the new normal due to covid 19</i>	<i>Designs experiential learning activities and other</i>							
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	<i>Handles and teaches courses assigned</i>	10	48.15	5	5	4	5.00	
	A10. Number of grade sheets submitted within prescribed period	<i>Prepares gradesheet and submits on or before deadline</i>							
	A 11. Number of INC forms with grade submitted within prescribed period	<i>Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period</i>							
	A12. Number of trainings attended related to instruction	<i>Attend mandated trainings</i>							
	A13. Number of long examinations administered and checked	<i>Administers and checks long examination for subjects taught</i>	2	3	5	5	4	4.67	First Long Exam, Midterm Exam, Third Long Exam in subjects taught
	A14. Number of quizzes administered and checked	<i>Prepares and checks quizzes for lec and lab</i>	10	70	5	5	5	5.00	At least 10 quizzes for each subject taught
	A15. Number of lab reports and term papers checked and graded	<i>Checks lab reports and term papers submitted as required</i>	5	10x30 students	5	5	5	5.00	Bsci 104 lab
PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic adviser to students</i>	10	26	5	5	5	5.00	1 (MEd-Biol), 16 (BS BIO 2nd Year), 9 (BS BIO 1st Yr)
	A17. Number of students advised on thesis/ field practice/special problem:		1	4	5	5	5	5.00	R.Paris, A. Sitoy, R. Tagalog, and A. Piamonte
	<i>As SRC Chairman</i>	<i>Advises, and corrects research outline and thesis/SP manuscript</i>	1	2	5	5	5	5.00	
	<i>As SRC Member</i>	<i>Advises and corrects research outline and thesis/SP manuscript</i>	1	2	5	5	5	5.00	
	A18. Number of students entertained for consultation purposes	<i>Entertains students consulting on subject taught, thesis and grades</i>	15	25	5	5	5	5.00	Zool 11, Zool21b, Micro 23n and Academic Advisees, Thesis students

	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							
	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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	8	5	5	4	4.67	Prepared PPT for Micro 23n, Updated PPT for Bsci 104,Zool 11 and Zool 21b Documentary Videos on Covid-19 (3).
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	6	5	5	4	4.67	Major Exams, Quizzes, Reaction Paper, Reseach paper, IEC Material for Bsci 104
		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 and updates virtual classroom using either Moddle or Google	2	4	5	4	5	4.67	Zool 11, Zool 21b, Micro 23n and Bsci 104
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or							
		Agency/firm/Industry linkages	Coordinates with potential firms							
		A 26. Other outputs implementing	Designs experiential learning							
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							
	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-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>									
		<i>In refereed nat'l/regional journals</i>									
	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 scientific fora/conferences								
		<i>In int'l fora/conferences</i>									
		<i>In nat'l/regional fora/conferences</i>									
	PI 5. Percent of research proposals approved *	A 31. Percentage 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									
		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	0	2	5	5	4	4.67	Reviewed 2 articles for ATR	
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	1	1	5	5	5	5.00	Status: Formality Examination	
		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								
	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						
	PI 11. Additional outputs *	A 42. No. of extension-related awards/outputs conducted by faculty							
		A 43. Other outputs implementing the new normal due to covid 19	activities and other outputs to implement new normal						
UMFO 5. SUPPORT TO OPERATIONS									
	OVPI MFO 4. Program and Institutional Accreditation Services								
UMFO 6. General Admin. & Support Services (GASS)									
	Total Over-all Rating							68.35	
	Average Rating							4.88	
	Adjectival Rating							Outstanding	
									Comments and Recommendations for Development Purpose: Submit research proposals to potential funding agencies

Evaluated & Rated by:

ANALYN M. MAZO
Department Head
Date: 1/23/2024

Recommending Approval

MA. THERESA P. LORETO
Dean, CAS
Date: JAN 23 2024

Approved by:

BEATRIZ S. BELONIAS
Vice President for academic affairs
Date: 01/21/24

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Berna Lou A. Regis
Performance Rating: Outstanding

Aim: Finish graduate studies (PhD)

Proposed Interventions to Improve Performance:

Date: July 2023 Target Date: December 2023

First Step:

Write-up/revisions of dissertation

Result:

Submit write-up

Date: January 2024 Target Date: December 2024

Next Step:

Outcome:

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


BERNA LOU A. REGIS
Assistant Professor