


Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: EUNICE KENEE L. SERIÑO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.95x50%= 2.47	
b. Students (50%)		5.0x50%= 2.50	
Total for Instruction	75%	4.97	3.727
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	25%	5.0	1.25
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.977

EQUIVALENT NUMERICAL RATING: 4.977Add: Additional Points, if any: noneTOTAL NUMERICAL RATING: 4.977ADJECTIVAL RATING: OUTSTANDING


Prepared by:


EUNICE KENEE L. SERIÑO
Name of Faculty

Reviewed by:


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, EUNICE KENEE L. SERINO, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES, commits to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period July-Dec. 2023.

Eunice Kenée L. Serino
EUNICE KENEE L. SERINO
 Asst. Prof. 1
 Date: 24 January 2024

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

Theresa P. Loreto
MA. THERESA P. 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 (Indicators 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,	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3. Number of students advised on								
		As GAC Chairman	Advise and corrects research outline and thesis/CD/dissertation							
		AS GAC Member	Advise and corrects research outline and thesis/CD/dissertation							
		A4. Number of students entertained	Entertain students seeking consultation with faculty							
	PI 9: Number of instructional	A5. Number of on-line ready	Converts the existing instructional materials into flexible learning							
		On-line ready courseware	Prepares instructional materials							
		Supplemental learning resources	Prepares Power Point							
		Assessment tools	Prepares assessment tools such as quizzes, problems							
		A 6 : Number of on-line course ware	Submits the course ware onl							
		A 7 : Number of virtual classroom	Creates virtual classroom using the Moodle or Canvas							
	PI 10. Additional outputs:	A 8. Other outputs implementing the	Designs experiential learning activities and other outputs to							
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	2	9.75	5	5	5	5.00	Handled Ecol 115n (Lec & Lab); Ecol 185n (Lec & Lab); Ecol 172 (Lec); Biol 200
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	3	5	5	4	4.67	Prepared and submitted gradesheets

		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 ISO 9001:2015 Awareness and Re-awareness Seminar; Virtual HRIS Software Onboarding
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	11	5	5	5	5.00	Administered and checked long exams in Ecol 115n, Ecol 185n & Ecol 172
		A14 . Number of quizzes	Prepares and checks quizzes for	13	15	5	5	5	5.00	Prepared and checked quizzes in Ecol 115n,
		A15 . Number of lab reports and	Checks lab reports and term	10	11	5	5	4	4.67	Checked lab reports in Ecol 115n & Ecol
	PI 8: Number of students	A16 . Number of students advised:	Acts as academic adviser to	5	41	5	5	5	5.00	Acted as academic adviser for BSBio and
		A17 . Number of students advised As SRC Thesis Adviser	Advises, and corrects research outline and thesis/SP manuscript	1	5	5	5	4	4.67	Advised and corrected the research outlines of Babilonia, Celebre, Villaluz, Luzon & Jabillo
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0	1	5	5	5	5.00	Advised about the research topic of Ociones
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0	1	5	5	5	5.00	Advised about the research topic of Gallardo
		A18 . Number of students	Entertains students consulting on	5	18	5	5	5	5.00	Entertained students consulting on subject
	PI 9: Number of student	A19 . Number of Student	Advises student organizations							
		A20 . Number of Student	Assists student organizations in							
	PI 10: Number of	A 21 : Number of on-line course								
		On-line ready courseware	Prepares instructional							
		Supplemental learning resources	Prepares PowerPoint presentation, video, clip, movie	10	30	5	5	5	5.00	Prepared PowerPoint presentations, video
		Assessment tools	Prepares assessment tools such	5	37	5	5	5	5.00	Prepared assessment tools such as long
		A 23 : Number of on-line course	Submits the course ware duly							
		A 24 : Number of virtual classroom	Creates virtual classroom using	2	3	5	5	5	5.00	Maintained and updated the virtual
	PI 11. Additional outputs	A 25. Number of Additional outputs								
		Program accreditation/evaluation	Prepares documents and /or							
		Agency/firm/Industry linkages	Coordinates with potential firms							
		A 26. Other outputs implementing	Designs experiential learning							
		Number of seminars/webinars/	Attends seminars/webinars/	6	6	5	5	5	5.00	Attended the Philippine Society of

	Number of OBEdized syllabi developed and/or revised	Submits updated OBEdized course syllabi	2	2	5	5	5	5.00	Started to take note of some items to revise for Ecol 115n and Ecol 185n	
	Number of participated department activities	Participates activities in the department	2	7	5	5	5	5.00	Participated activities in the department such as meetings, gatherings, student activities	
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research	A27. Number of research outputs in the	Conducts research for possible							
	PI 2. Number of research	A 28. Number of research outputs	Conducts and completes research	1	4	5	5	5	5.00	Participated in conducting research: TrECH,
	PI 3. Percentage of research	A 29. Percentage of research outputs	Writes publishable materials out of	1	2	5	5	5	5.00	Written publishable materials out of research
		In refereed int'l journals								
		In refereed nat'l/regional journals		0	1	5	5	5	5.00	Co-authored in a publication (book chapter)
	PI 4. Number of research	A 30. Number of research outputs	Prepares, submits and presents							
		In int'l fora/conferences		0	1	5	5	5	5.00	Presented research study on "Benthic
		In nat'l/regional fora/conferences								
	PI 5. Percent of research	A 31. Percentage of of research	Prepares research proposals,							
	PI 6. Additional outputs*	A 32. No. of research-related								
		A 33. Number of journal	Acts as peer reviewer of 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							
			Presents research outputs to							
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active	A 36. Number of active partnerships	Identifies and links with probable							
	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								
	Research Mentoring	Research Mentor									
	Peer reviewers/Panelists	Peer reviewers/Panelists									
	Resource Persons	Resource Persons									
	Convenor/Organizer	Convenor/Organizer									
	Consultancy	Consultant	Serves as consultant for biodiversity assessments								
	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 (extrn. 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	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		zero non-conformity					
		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		100% compliant					
		On program accreditations								
		On institutional accreditations								
UIMFO 6 General Admin & Support Services										
	PI 2. Zero percent	A 46. Customerly friendly frontline	Provides customer friendly		Zero % complaint					
	PI 3: Additional Outputs	A 47. Number of /new initiatives	Initiates/introduces							
		A 48. Other outputs implementing	Designs							
	Total Over-all Rating								104.00	
	Average Rating								4.95	
	Adjectival Rating								Outstanding	

Evaluated & Rated by:

Recommending Approval

Approved by:

ANALYN M. MAZO

Head, DBS

Date: 11/23/24

MA. THERESA P. LORETO

Dean, CAS

Date: JAN 23 2024

BEATRIZ S. BELONIAS

Vice Pres. for Academic Affairs

Date: 01/23/24

Comments & Recommendations for Development

Purpose: Publish research outputs

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Eunice Kenée L. Seríño
Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: July 2023 Target Date: December 2023

First Step:

Look for possible University

Result:

University identified and start application process

Date: Jan 2024 Target Date: December 2024

Next Step:

Apply for scholarship


Outcome:

Final Step/Recommendation:

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


EUNICE KENEE L. SERIÑO
Assistant Professor