

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
(JULY - DECEMBER 2019)**

Name of Faculty Member: **BEATRIZ S. BELONIAS**

Program Involvement	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
Instruction	5.00	15	0.75
Research	5.00	10	0.5
Extension	5.00	5	0.25
Support to Operations (STO)	4.97	30	1.491
Gen. Admin. & Support Services (GASS)	4.98	40	1.992
Total			4.983

Equivalent numerical rating	<u>4.983</u>
Add: additional Points if any:	<u> </u>
Total Numerical Rating:	<u>4.983</u>
Adjectival rating:	<u>"O"</u>


Prepared by:


BEATRIZ S. BELONIAS
Name of Researcher / Faculty

Reviewed by:


OTHELLO B. CAPUNO
VP – Research & Extension

Approved


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)


EDGARDO E. TULÍN
President



Success Indicators		Target	Actual Accomplishments	Rating				REMARKS
				Q1	E2	T3	A4	
DEPARTMENT OF BIOLOGICAL SCIENCES								
DBS MFO 1: Higher Education Services								
	FTE:							
	Undergraduate Courses							
	No. of undergraduate students served as thesis adviser/SRC chairman or member	1	3	5	5	5	5.00	Giovannni, Nmanatag
DBS MFO 2: Advanced Education Services								
	FTE :							
	Graduate courses	1	0.33	5	5	5	5.00	
	No. of graduate students served as major adviser/GAC Chairman/Member	1	3	5	5	5	5.00	CMhenson, SJBello, Jolimberio
DBS MFO 3: Research services								
	Amount of research funds/resources obtained	200,00.00	274000.00	5	5	5	5.00	Biological characterization of major River systems
	No. of project reports prepared and submitted	1	1	5	5	5	5.00	
	No. of scientific articles reviewed /edited (as reviewer and associate editor of ATR)	2	4	5	5	5	5.00	
	No. of articles published in reputable journals	1	2	5	5	5	5.00	Contribution of Scholarships to
	No. of research projects /studies conducted/involved	1	2 (1 as project leader, 1 as study leader)	5	5	5	5.00	Project: Biological characterization of major River systems, Study: Riparian Flora of major river Systems
DBS MFO 4: Extension services								

No. of clients seeking expert services as subject matter specialist	3	12	5	5	5	5.00	specimens
No. of extension projects conducted	1	1.00%	5	5	5	5.00	
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION							
OVPI MFO 1. Higher Education Services							
PI 1: Total FTE monitored	120	1028.22	5	5	5	5.00	BS Mat, BSAP, AB Philo
PI 2: Number of new undergraduate curricular program compliant to CMO, approved and	1	3	5	5	5	5.00	
PI 3: Number of existing curriculum proposal subjected to evaluation and compliant to CMO	6	13	5	5	5	5.00	
PI 4: Percentage increase in number of undergraduate students enrolled	8%	12.16%	5	5	5	5.00	
PI 5: Percentage increase in the number of undergraduate students who graduated within	6%	75.00%	5	5	5	5.00	
PI 6: Percentage passing of students in licensure board examination	31%	48.15%	4	5	5	4.67	Only for Mechanical
OVPI MFO 2. Student Management Services							
PI 1: Percentage increase of students enrolled in different degree programs	50%	80.00%	5	5	5	5.00	
PI 2: Number of students awarded with scholarship/fellowship/grants/assistantships	1100	1260	5	5	5	5.00	
PI 3: Number of graduates gainfully employed in jobs related to their undergraduate programs	180	230	5	5	5	5.00	
PI 4: Number of students availing of dormitory facilities	1800	1800	4	5	5	4.67	
PI 5: Number of undergraduate students awarded with honors/distinction	250	703	5	5	5	5.00	
UMFO 5. Support to Operations (STO)							
OVPI MFO 1. Faculty Development Services							
PI 1: Number of faculty pursuing advanced research degree programs facilitated, monitored	20	48	5	5	5	5.00	
PI 2: Number of faculty availing of scholarships		41	5	5	5	5.00	
VSU Fellowship/Financial Assitantship	15	19					
National	8	10					
International	5	12					
PI 3: Number of faculty sent for trainings, seminars, conferences	15	73	5	5	5	5.00	
OVPI MFO 2. Faculty Recruitment/Hiring Services							
PI 1: Number of faculty recruited/hired aligned with ISO standards	10	283	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 in 50% of the subjects evaluated	75%					0.00	No evaluation made due to COVID19
OVPI MFO 4. Admission & Registration Services							
PI 1: Number of graduating junior high school (K10) students promoted to SHS	200	251	5	5	5	5.00	
PI 2: Number of students enrolled and validated within scheduled regular registration period	300 / 3000	373 / 6199	5	5	5	5.00	
OVPI MFO 5. Guidance and Counseling & Support to Students Services							
PI 1: Number of guidance activities conducted	2	3	5	5	5	5.00	
PI 2: Percentage of students who have availed of guidance and counseling services	75%	100%	5	5	5	5.00	
PI 3: Number of students awarded scholarship and grants	300	945	5	5	5	5.00	
OVPI MFO 6. Library Services							

PI 1: Percentage increase in the number of students, faculty and staff availing the Library	95%	99%	5	5	5	5.00	
PI 2: Percentage increase in the number of students, faculty, researchers and staff availing the	95%	99%	5	5	5	5.00	
OVPI MFO 7. Distance Education Services							
PI 1: Number of distance education curricular programs implemented	4	5	5	5	5	5.00	
PI 2: Percentage increase in the number of extramural students enrolled	1%	2.17%	5	5	5	5.00	
PI 3: Number of extramural students graduated within the prescribed period	1	1	3	5	5	4.33	
OVPI MFO 8. Program and Institutional Accreditation Services							
PI 1: Number of graduate degree program specializations which passed accreditation/evaluation of at least Level 1	5	8	5	5	5	5.00	
PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO	50%	65%	5	5	5	5.00	
Other Obtained ISO Certification	100%	100%	5	5	5	5.00	
PI 3: Number of degree programs compliant with CHED	6	13	5	5	5	5.00	
OVPI MFO 9. Development Broadcasting & Communication Services							
PI 1: Number of technical services rendered	70	120	5	5	5	5.00	
PI 2: Number of radio programs developed and aired	120	157	5	5	5	5.00	
PI 3: Number of guests invited and interviewed on air	20	20	5	5	5	5.00	
PI 4: Number of beneficiaries/clientele served	100	130	5	5	5	5.00	
PI 5: Number of queries served on time	100	800	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	33	33	4	5	5	4.67	
PI 2: Number of management meetings conducted	30	64	5	5	5	5.00	
PI 3: Number of documents acted	700	4300	5	5	5	5.00	
PI 4: Number of university committees/ boards/council chaired & coordinated	6	7	5	5	5	5.00	
PI 5: Number of personnel policies reviewed and endorsed to UADCO & approved by BOR	2	3	5	5	5	5.00	
PI 6: Number of academic related policies reviewed and endorsed to UADCO & approved by BOR	2	5	5	5	5	5.00	
PI 7: Number of frontline academic services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously	13	13	5	5	5	5.00	
OVPI MFO 2. Frontline Services							
PI 1. Efficient and customer-friendly frontline service	0		5.0	5.0	5.0	5.00	
Best practices/new initiatives							
1. Propose to implement fines for late grade submission electronically thru HRMIS			5	5	5	5.00	
2. Propose to provide one-time one-way international fare to faculty scholars			5	5	5	5.00	
3. Propose additional guidelines in the grant of overload pay for teaching			5	5	5	5.00	
4. Propose additional guidelines on giving higher positions to newly-hired faculty			5	5	5	5.00	
5. Propose to impose strict implementation of policy on collection of contractual			5	5	5	5.00	

6. Propose to not allow grade completion and shifting of degree programs during	5	5	5	5.00
7. Propose to institutionalize thesis proposal and thesis manuscript defense	5	5	5	5.00
8. Preparation of online-ready instructional materials (390) and virtual classrooms	5	5	5	5.00
9. Hiring and screening of applicants (interview & teaching demonstration) through	5	5	5	5.00
Total Over-all Rating	299.80	305.00	305.00	303.33
Average Rating	4.91	5.00	5.00	4.97
Adjectival Rating	OUTSTANDING			

Average Rating (Total overall rating divided by 4)	
Additional Points: Punctuality	
Approved additional points (with copy of approval)	
FINAL RATING	5
ADJECTIVAL RATING	OUTSTANDING

Evaluated and Rated by:	APPROVED:
 EDGARDO E. TULIN President Date:	 EDGARDO E. TULIN President Date: