

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: TED DOMINIQUE S. BELONIAS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
Head/Dean (50%)		4.83 x50% = 2.415	
Students (50%)		4.60 x50%= 2.30	
Total for Instruction	95%	4.715	4.479
2. Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research	5%	5	0.25
3. Extension			
Client/Dir. For Extension (50%)			
Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.729

EQUIVALENT NUMERICAL RATING: 4.729Add: Additional Points, if any: noneTOTAL NUMERICAL RATING: 4.729

ADJECTIVAL RATING:

outstanding  
Very Satisfactory  
TED DOMINIQUE S. BELONIAS

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, Ted Dominique S. Belonias, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES commit to the 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.

**TED DOMINIQUE S. BELONIAS**

Instructor I

Date: 1/28/24

Approved:

**ANALYN M. MAZO**

Department Head

Date: 1/23/24

**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, 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 manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	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 or a combination thereof								
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught								
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.								
	A 6 : 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 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom								
	<u>PI 10</u> . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	23.85	41.35 1st sem 2023-2024 FTE	5	5	5	5.00	Botn 141p lec&lab, Biol 123nlec&lab (2nd half), Marb 15lec&lab (1st Half), Botn 122 lab, Botn 124 lec&lab
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	4	5	5	4	4.67	Botn 141p lec&lab, Biol 123nlec&lab, Marb 15lec&lab, Botn 122 lab, Botn 124 lec&lab
		<u>A 11</u> . 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							
		<u>A12</u> . Number of trainings attended related to instruction	Attend mandated trainings	3	3	5	5	5	5.00	30th National Fruit Symposium (Oct2-6, 2023), PNPCSI 7th International Symposium (Nov 16-20, 2023), SUC-ACAP (Dec. 6-7,
		<u>A13</u> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	11	11	5	5	4	4.67	Botn 141p lec&lab (2 term exams, 2 practical exams), Biol 123nlec&lab (1 lec, 1 lab exams), Marb 15 lec&lab (1 lec, 1 lab exams, Botn

		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	5	5	5	4	4.67	Botn 141p lec&lab, Biol 123nlec&lab, Marb 15lec&lab, Botn 122 lab, Botn 124 lec&lab (5 all long quiz for lecture)
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	39	39	5	5	4	4.67	Botn 122 (14), Botn 141p 2nd Half (11), Biol 123n (4), Marb 15 1st half (4), Botn 124 (6)
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic advisor to students	38	38	5	5	5	5.00	
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades							
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USOO							
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student							
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> 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	5	5	5	5	4	4.67	Botn 141p lec&lab, Biol 123nlec&lab (2nd half), Marb 15lec&lab (1st Half), Botn 122 lab, Botn 124 lec&lab
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	56	56	5	5	4	4.67	Botn 141p lec&lab, Biol 123nlec&lab (2nd half), Marb 15lec&lab (1st Half), Botn 122 lab, Botn 124 lec&lab



		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	11	11	5	5	4	4.67	Botn 141p lec&lab, Biol 123nlec&lab (2nd half), Marb 15lec&lab (1st Half), Botn 122 lab, Botn 124 lec&lab
		<b>A 23 :</b> Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	5	5	5	5	5	5.00	Botn 141n, Biol 127n (2nd Half), Biol 141n (2nd Half), Marb12
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:	Course Syllabi ISO							
		Program accreditation/evaluation	Prepares documents and /or							
		Agency/firm/Industry linkages	Coordinates with potential firms							
		<b>A 26.</b> Other outputs implementing the	Designs experiential learning							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	1	5	5	5	5.00	"BIODIVERSITY ENHANCEMENT AND MAINTENANCE OF RAINFORESTATION: TECHNO-DEMO AND LEARNING SITE"
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year							
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-refereed 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>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences							
		<i>In int'l fora/conferences</i>		1	1	5	5	5	5.00	7th Philippine Native Plants Conservation Society Inc.
		<i>In nat'l/regional fora/conferences</i>		2	2	5	5	5	5.00	30th National Fruit Symposium (Oct 2-6) (attendee), SUC-ACAP

	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student								
		<b>A 33.</b> 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							
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	<b>Total Over-all Rating</b>							67.67		
	<b>Average Rating</b>							4.83		
	<b>Adjectival Rating</b>							Outstanding		

**Comments & Recommendations for Development**  
**Purpose:** More trainings and research involvements

Evaluated & Rated by:

*gnv*  
**ANALYN M. MAZO**  
 Head, DBS  
 Date: 1/23/24

Recommending Approval

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

Approved by:

*BSB*  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs  
 Date: 6/31/24

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ted Dominique S. Belonias

Performance Rating: Outstanding

Aim: To improve research capability

Proposed Interventions to Improve Performance:

Date: July 2023      Target Date: December 2023

First Step:

Attend trainings, find a research mentor

Result:

Be affiliated to a research

Date: Jan 2024      Target Date: December 2024

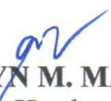
Next Step:

Conduct more research

Outcome:

Final Step/Recommendation:

Prepared by:

  
**ANALYN M. MAZO**  
Unit Head

Conforme:

  
**TED DOMINIQUE S. BELONIAS**  
Instructor