OH 9854
P7|

Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
January – June 2018

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

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction		15	0.75
a. Head/Dean (50%)	4.96	50	2.48
b. Students (50%)	5.0	50	2.5
TOTAL for Instruction			4.98
2. Research	4.864	25	1.22
3. Extension	4.83	5	0.24
4. Administration	4.968	55	2.73
TOTAL			**4.94**

EQUIVALENT NUMERICAL RATING: **4.94**
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: _____
FINAL NUMERICAL RATING   **4.94**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by: Reviewed by:

BEATRIZ S. BELONIAS   **ANALYN M. MAZO**
Name of Faculty   Department Head

OTHELLO B. CAPUNO
VP – Research & Extension

Approved:

EDGARDO E. TULIN
President

Visayas State University
INSTRUCTION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, **BEATRIZ S. BELONIAS,** **Vice President for Instruction,** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2018.

EDGARDO E. TULIN
President

BEATRIZ S. BELONIAS
VP for Instruction

Success Indicators	Responsible Units	Target	Actual Accomplishments	Rating				REMARKS
				Q1	E2	T3	A4	
DEPARTMENT OF BIOLOGICAL SCIENCES								
DBS MFO 1: Higher Education Services								
FTE:	BSBelonias	5	16.85	5	5	5	5	
Undergraduate Courses								
No. of undergraduate students served as thesis adviser/SRC chairman or member	BSBelonias	2	8	5	5	5	5	
DBS MFO 2: Advanced Education Services								
FTE :	BSBelonias	3	9	5	5	5	5	
Graduate courses	BSBelonias	1	4	5	5	5	5	
No. of graduate students served as major adviser/GAC Chairman/Member	BSBelonias							
DBS MFO 3: Research services	BSBelonias	324,000	500000.00	5	5	5	5	
Amount of research funds/resources obtained	BSBelonias	2	3	5	4.8	4.8	4.76	
No. of project reports prepared and submitted								
No. of scientific articles reviewed /edited (as reviewer and associate editor of ATR)	BSBelonias	2	5	5	4.8	4.5	4.76	
No. of research projects /studies conducted/involved	BSBelonias	1	as project leader, 2 as study lead	5	4.8	4.8	4.8	
No. of articles submitted for publication	BSBelonias	1	2	5	5	5	5	
DBS MFO 4: Extension services								

Indicator	Office						
No. of clients seeking expert services as subject matter specialist (plant identification)	BSBelonias,	3	8	5	4.5	5	4.83	
No. of extension projects conducted	BSBelonias,	1	1.00%	5	5	5	4.83	

OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION

OVPI MFO 1. Higher Education Services

Indicator	Office						
PI 1: Total FTE monitored	OVPI, Department	20	27.28	5	5	5	5.00
PI 2: Number of new undergraduate curricular program compliant to CMO, approved and offered	OVPI, Department, Univ. Curriculum Committee	NA	NA				
PI 3: Number of existing curriculum proposal subjected to evaluation and compliant to CMO	OVPI, Department, University Curriculum	0	27	5	5	5	5.00
Number of curriculum programs subjected to regional evaluation	OVPI, Department, University Curriculum Committee		18	5	5	5	5.00
Number of curriculum programs applying for Certificate of Program Compliance (COPC)	OVPI, Department, University Curriculum		3	5	5	5	5.00
PI 4: Percentage increase in number of undergraduate students enrolled	OVPI, Registrar, College,	0%	0.00%	5	5	5	5.00
PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period	OVPI, Registrar, College, Department	10%	33.00%	5	5	5	5.00
PI 6: Percentage passing of students in licensure board examination over the national passing	OVPI, Department, Registrar, URC	141%	138%	4	5	5	4.67

OVPI MFO 2. Student Management Services

Indicator	Office						
PI 1: Percentage increase of students enrolled in different degree programs	OVPI, Department,	0%	0.00%	5	5	5	5.00
PI 2: Number of students awarded with scholarship/fellowship/grants/assistantships	OVPI, Department, Registrar, USSO, Units	1100	1260	5	5	5	5.00
PI 3: Number of graduates gainfully employed in jobs related to their undergraduate	OVPI, Department,	180	230	5	5	5	5.00
PI 4: Number of students availing of dormitory facilities	OVPI, USSO	1800	1800	4	5	5	4.67
PI 5: Number of undergraduate students awarded with honors/distinction	OVPI, Department,	250	703	5	5	5	5.00

UMFO 5. Support to Operations (STO)

OVPI MFO 1. Faculty Development Services

Indicator	Office						
PI 1: Number of faculty pursuing advanced research degree programs facilitated, monitored and assisted	OVPI, ODAHRD, SFAC, Department	20	86	5	5	5	5.00
PI 2: Number of faculty availing of scholarships		20	50				
VSU Fellowship/Financial Assitantship			136				

	National			85				
	International			10				
PI 3: Number of faculty sent for trainings, seminars, conferences		15	123	5	5	5	5.00	
	Local		1					
	Regional		26					
	National		46					
	International		50					

OVPI MFO 2. Faculty Recruitment/Hiring Services

PI 1: Number of faculty recruited/hired aligned with ISO standards	OVPI, ODAHRD, APB,	5	5	4	5	5	4.67

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	OVPI, Department, admin staff	65%	95%	5	5	5	5.00

OVPI MFO 4. Admission & Registration Services

PI 1: Number of graduating junior high school (K10) students promoted to SHS	OVPI, USSO, Registrar's Off	200	251	5	5	5	5.00
PI 2: Number of students enrolled and validated within scheduled regular registration	OVPI, USSO, Registrar's Off	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	OVPI, USSO	1	3	5	5	5	5.00
PI 2: Percentage of students who have availed of guidance and counseling services	OVPI, USSO	80%	100%	5	5	5	5.00
PI 3: Number of students awarded scholarship and grants	OVPI, USSO	1,000	2,570	5	5	5	5.00
PI 4: Number of best practices on students services implemented	OVPI, USSO						

OVPI MFO 6. Library Services

PI 1: Percentage increase in the number of students, faculty and staff availing the Library services	OVPI, Univ Lib	95%	99%	5	5	5	5.00
PI 2: Percentage increase in the number of students, faculty, researchers and staff availing the Library resources and facilities	OVPI, Univ Lib	95%	99%	5	5	5	5.00
PI 3: Number of best Library practices introduced which increase demand to avail of Library services	OVPI, Univ Lib	6	8	5	5	5	5.00

OVPI MFO 7. Distance Education Services

PI 1: Number of distance education curricular programs implemented	OVPI, OGS, OPO,	4	5	5	5	5	5.00
PI 2: Percentage increase in the number of extramural students enrolled	OVPI, OGS, OPO,	1%	15.78%	5	5	5	5.00
PI 3: Number of extramural students graduated within the prescribed period	OVPI, OGS, OPO,	2	2	4	5	5	4.67

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	OVPI, QAC, OGS, Department	5	8	5	5	5	5.00
PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards	OVPI, QAC, ODAHRD	50%	65%	5	5	5	5.00
PI 3: Number of degree programs compliant with CHED	OVPI, QAC, College, Department	13	17	5	5	5	5.00
PI 4: Readiness to SUC levelling by CHED & DBM	OVPI, QAC, Department	40%	100%	5	5	5	5.00
OVPI MFO 9. Development Broadcasting & Communication Services							
PI 1: Number of technical services rendered	OVPI, DYDC	70	120	5	5	5	5.00
PI 2: Number of radio programs developed and aired	OVPI, DYDC	120	157	5	5	5	5.00
PI 3: Number of guests invited and interviewed on air	OVPI, DYDC	20	20	5	5	5	5.00
PI 4: Number of beneficiaries/clientele served	OVPI, DYDC	100	130	5	5	5	5.00
PI 5: Number of queries served on time	OVPI, DYDC	100	800	5	5	5	5.00
PI 6: Number of student interns supervised	OVPI, DYDC	5	13	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	OVPI, College, Department	45	45	4	5	5	4.67
PI 2: Number of management meetings conducted	OVPI, College, Department	40	55	5	5	5	5.00
PI 3: Number of documents acted	OVPI, College, Department	850	3000	5	5	5	5.00
PI 2: Number of university committees/ boards/council chaired & coordinated	OVPI, College, Department	6	7	5	5	5	5.00
PI 3: Number of personnel policies reviewed and endorsed to UADCO & approved by BOR	OVPI, ODAHRD, PRPEO, College, Department	1	3	5	5	5	5.00
PI 4: Number of academic related policies reviewed and endorsed to UADCO & approved by BOR	OVPI, College, Department	1	3	5	5	5	5.00
PI 5: Number of frontline academic services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously	OVPI, College, Department, Units	13	13	4	5	5	4.67
PI 6: No. of new faculty recruited/hired using procedures aligned with ISO standards	OVPI, ODAHRD, PRPEO, APB, College, Department	100	146	5	5	5	5.00
PI 7: No. of newly hired faculty oriented with university policies and procedures	OVPI, ODAHRD, PRPEO	20	45	5	5	5	5.00
PI 8: Percentage of faculty evaluated by their students	OVPI, PRPEO, Department,	88%	100%	5	5	5	5.00

		PMT	88%	100%	5	5	5	5.00	
PI 9: Percentage implementation of SPMS & PBB		PMT	88%	100%	5	5	5	5.00	
OVPI MFO 2. Frontline Services									
PI 1. Efficient and customer-friendly frontline service		Zero percent of complaints not acted	0	Minor complaints	5.0	5.0	5.0	5.00	
Best practices/new initiatives		All offices under the							
To institute a College Entrance Exam					5	5	5	5.00	
To revise the return service of faculty and staff who go on study leave with pay from 1:1 to 1:2					5	5	5	5.00	
Revised the Criteria in the awarding of University Professor positions					5	5	5	5.00	
Raise the honorarium of Department Heads to be at par with Institute Directors					5	5	5	5.00	
Provide cash incentives to editor-in-chief, associate editors, reviewers and authors of Science and Humanities Hournal of OGS					5	5	5	5.00	
Conducted almost weekly meetings of the University curriculum Committee to deliberate on proposed revisions of undergraduate curricular in compliance to CMO					5	5	5	5.00	
Proposal to enhance the entry level positions of newly hired faculty and returning scholars					5	5	5	5.00	
Proposal to offer MS Forestry on weekends					5	5	5	5.00	
Use of TPES Summary to support a faculty's QCE for the NBC 461					5	5	5	5.00	
Total Over-all Rating					338.80	343.90	344.10	341.98	
Average Rating					4.91	4.98	4.99	4.96	
Adjectival Rating									

Average Rating (Total overall rating divided by 4)	
Additional Points: Punctuality Approved additional points (with copy of approval)	
FINAL RATING	**4.96**
ADJECTIVAL RATING	**OUTSTANDING**

Evaluated and Rated by:	APPROVED:

ANNALYN M. MAZO
Department Head
Date: _____

EDGARDO E. TULIN
President
Date: _____

EDGARDO E. TULIN
President
Date: _____