

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

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			
a. Head/Dean (50%)		$4.90 \times 50\% = 2.45$	
b. Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	20%	4.95	0.99
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	4.60	0.92
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	10%	5	0.50
4. Administration	50%	4.74	2.37
5. Production			
TOTAL	100%		4.78


EQUIVALENT NUMERICAL RATING: 4.78
Add: Additional Points, if any: none
TOTAL NUMERICAL RATING: 4.78

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:




BEATRIZ S. BELONIAS
Name of Faculty

Reviewed by:


CHERYL C. BATISTEL
Department Head

Recommending Approval:

Approved:


GLENN G. PAJARES
Dean/Director

ROTACIO S. GRAYOSO
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, **BEATRIZ S. BELONIAS**, a faculty member of the **DEPARTMENT OF BIOLOGICAL SCIENCES**, commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January-June, 2024.

BEATRIZ S. BELONIAS
Professor VI

CHERYL C. BATISTEL

Head, DBS

Date: July 22, 2024

Success Indicators		Tasks Assigned	Targets	Actual Accomplishments	Rating				Remarks
					Q1	E2	T3	A4	
<u>DEPARTMENT OF BIOLOGICAL SCIENCES</u>									
DBS MFO 1: Higher Education Services									
PI 1: No. of undergraduate students served as thesis adviser/SRC chairman or member	Serve as thesis adviser or SRC chairman/mer	1	2	5	5	5	5		Unabia, Lou and Puzon, Cathlyn
DBS MFO 2: Advanced Education Services									
PI 1: FTE: Graduate courses	Teach graduate courses	2	3.5	5	5	5	5		BOTN215 lec, BOTN217 lec and lab
PI 2: No. of new course syllabi developed	Develop new course syllabi for the MS Biology	1	1	5	5	5	5		BOTN206
PI 3: No. course syllabi revised	Update the existing course syllabi in Botn 122	1	1	5	5	5	5		BOTN215
PI 4: No. of graduate students served as major adviser/GAC Chairman/Member	Serve as thesis adviser or GAC member	1	3	5	5	5	5		Dacullo, Roque; Rivera, Fatima; Mistola, Charisse
DBS MFO 3: Research services									
PI 1: Amount of research funds/resources obtained		50,000	1M	5	5	5	5		Internationalization project
PI 2: No. of project reports prepared and submitted	Submit quarterly, midyear and year-end report	4	6	5	5	5	5		
PI 3: No. of scientific articles reviewed /edited (as reviewer and associate editor)	Review papers submitted to ATR, SHJ and other journals	1	1	3	3	3	3		
PI 4: No. of research projects /studies conducted	Conduct research project	1	1.00	5	5	5	5		
PI 5: No. of articles submitted for publication	Write research article for publication	1	1	5	5	5	5		Assessment of Air Quality in Tacloban using Lichens as Bioindicators
DBS MFO 4: Extension services				5	5	5	5		
PI 1: No. of clients seeking expert services as subject matter specialist (plant)	Provide plant identification services	3	8	5	5	5	5		
<u>OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION</u>									
OVPA MFO 1. Higher Education Services									
PI 1: Total FTE monitored	Monitors teaching loads of faculty	10,000	11656.62	5	5	5	5.00		


PI 2: Number of curriculum proposals reviewed as Chair of Curriculum	Spearheads in the review and approval of curriculum proposals	2	5	5	5	5	5.00	
PI 3: Percentage increase in number of undergraduate students enrolled	Provide guidance in implementing strategies to increase in enrolment especially in less	2%	6.94%	5	5	5	5.00	from 8513 to 9104
PI 4: Number of OBE syllabi submitted to OIMD at the start of the semester	Monitor the OIMD in the faculty's submission of course syllabi at the beginning of every semester	100	736	5	5	5	5.00	
OVPA MFO 2. Student Management Services								
PI 1: Percentage increase of students enrolled in less subscribed degree programs	Provide guidance in implementing strategies to increase in enrolment especially in less subscribed programs	1%	10.31%	5	5	5	5.00	from 223 to 246 (BSMATH, BPhys, MAgDev)
PI 2: Number of issues/concerns on enrolment, grade submission etc. managed/facilitated	Act or facilitate resolution of academic concerns	3	15	5	5	5	5.00	
PI 3: Number of topnotchers in licensure exams	Monitor colleges in their delivery of instruction to ensure high % passing in licensure examinations	2	4	5	5	5	5.00	
PI 4: Number of undergraduate students awarded with latin honors	Provide guidance to academic departments to implementing strategies that ensure improved academic performance of students	100	325	5	5	5	5.00	
PI5: Percentage passing of licensure first-time takers		60.60%	90.34%					
UMFO 5. Support to Operations (STO)								
OVPA MFO 1. Faculty Development Services								
PI 1: Number of faculty pursuing advanced degrees monitored	Implement strategies to effectively implement faculty development program as Chair of the VSFC-AS	27	162	5	5	5	5.00	50 MS, 112 PhD
PI 2: Number of faculty availing of scholarships within the period, both internally and externally-funded	Implement strategies to effectively implement faculty development program as Chair of the VSFC-AS	10	14	5	5	5	5	4 MS, 10 PhD
PI 3: Number of faculty sent for trainings, seminars, conferences, etc.	Implement strategies to enhance the competence of faculty members, as Chair of VSFC-AS	33	321	5	5	5	5.00	
OVPA MFO 2. Faculty Recruitment/Hiring Services								
PI 1: Number of faculty recruited/hired aligned with ISO standards	Implement strategies to effectively recruit the best teaching applicants as Chairman of the APB	5	14 (regular only)	5	5	5	5.00	
OVPA 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	Provide guidance and monitoring to academic departments to ensure faculty members are effectively delivering instruction	50%	88%	5	5	5	5.00	
PI 3: Number of faculty provided with mentoring and monitoring services by supervisors	Provide guidance and monitoring to academic departments to ensure faculty members are effectively delivering instruction	5	14.00	5	5	5	5.00	
PI 2: Number of faculty reclassified thru JC 03 s. 2023	Serve as chairman of the Institutional Evaluation Committee (IEC)	200	237	5	5	5	5.00	
OVPAA MFO 7. Distance Education Services								
PI 2: Percentage increase in the number of distance education enrolled	Guide the OPO in implementing strategies to increase enrolment of distance education	1%	16.25%	5	5	5	5.00	from 80 to 93
OVPAA MFO 9. Development Broadcasting & Communication Services								
PI 1: Number of technical services rendered	Guide the DYDC in improving its technical services provided to clientele	120	1,061,527	5	5	5	5.00	
PI 2: Number of radio programs developed and aired	Guide the DYDC in developing and airing more programs	10	28	5	5	5	5.00	
UMFO 6. General Administration and Support Services (GASS)								
OVPAA MFO 1. Administrative and Facilitative Services								
PI 1: Number of colleges, departments & support units supervised, monitored & coordinated	Provide guidance and monitoring services to academic and support units in the implementation of academic programs	60	60	3	3	3	3.00	Note: All accomplishments during my VPAA Term


	PI 2: Number of management meetings, workshops conducted	Preside meetings and workshops needed to improve delivery of instruction	13	22	5	5	5	5.00	
	PI 3: Number of documents acted	Act/approve routine documents needing VPAA action	1000	5,237	5	5	5	5.00	
	PI 4: Number of university committees/ boards/council chaired & coordinated	Serve as Chairman of the APB, VSFC-AS, UCC, and other committees	3	5	5	5	5	5.00	
	PI 5: No. of newly faculty oriented with university policies and procedures	Ensure faculty are oriented and reoriented on the university rules and policies	90	150.00	5	5	5	5.00	
	OVPA MFO 2. Frontline Services								
	OTHER OUTPUTS								
	PI 1. Efficient and customer-friendly frontline service by ensuring all complaints, if any, are properly addressed/resolved	Ensure frontline services provided by the OVPA and its component colleges are commendable	0 complaint left unresolved	0 complaint left unresolved	5	5	5	5.0	
A.	Best practices/new initiatives: 1. Proposed guidelines for faculty industry immersion (approved by the BOR on June 7, 2024), 2. Proposed Revision in the Contractual Obligations of Faculty-scholars (approved by the BOR on March 11, 2024), 3. Proposed increase in the hourly rates of partimers, professor emeriti, guest lecturers and adjunct professors approved by BOR on June 7, 2024), 4. Proposal to Give Higher entry Level Positions to Newly-Hired Faculty of vet. med, nursing and engineering programs (forwarded to the new VP for possible APB discussion) 5. Proposed guidelines for online completion of INC grades (given to Registrar's Office for review by ICTU)	1. Propose and implement strategies that address pressing issues in curriculum, instruction, and faculty welfare	2 proposals	5 (3 approved by the BOR, 2 forwarded to appropriate offices under the new administration for possible consideration)	5	5	5	5.0	
B.	Served as Chairman of the Search for Outstanding during the VSU Centennial Anniversary evaluated 76 applicants			68 outstanding Viscans,	5	5	5	5.0	

C.	Served as Chairman of the centennial Professional Lecture Seminar (5 speakers)			5 professional Lectureres	5	5	5	5.0	
Total Over-all Rating								191.00	
Average Rating							4.90		
Adjectival Rating							OUTSTANDING		
	Average Rating (Total overall rating divided by 4)								
	Punctuality								
	FINAL RATING								
	ADJECTIVAL RATING								

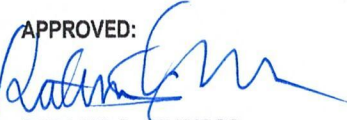
Evaluated and Rated by:


CHERYL C. BATISTEL
 Department Head, DBS
 Date: July 22, 2014

Recommending Approval:


GLENN G. PAJARES
 Dean, CAS
 Date: Sept. 27, 2014

APPROVED:


ROTACIO S. GRAVOSO
 Vice President for Academic
 Date: Sept. 27, 2014

Comments & Recommendation for Development Purpose:

Submit research proposal to possible funding agencies. keep up the good work.

PERFORMANCE MONITORING & COACHING JOURNAL

/	1st	Q U A R T E R
/	2 nd	
	3 rd	
	4th	

Name of Office: DBS


Head of Office: CHERYL C. BATISTEL

Number of Personnel: 17

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Coaching		/		Everyone is reminded to submit TOS, grades and DTR on time	

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


CHERYL C. BATISTEL
 Immediate Supervisor

Noted by:


GLENN G. PAJARES
 Next Higher Supervisor

TRACKING TOOL FOR MONITORING TARGETS


Major Final Output/Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS				REMARKS
				1 st Q	2 nd Q	3 rd Q	4 th Q	
MFO 1 ADVANCED EDUCATION SERVICES (20%)								
PI 3:	Total FTE monitored			/	/			
MFO 2 HIGHER EDUCATION SERVICES (50%)								
PI 4:	Percentage of students enrolled on schedule	All faculty		/				
PI 5:	Percentage increase in enrolment	All faculty		/	/			
PI 6:	Number of programs accredited	All faculty		/	/			
PI 10:	Total FTE monitored *	All DBS and affiliate faculty		/	/			
PI 11:	Number of new revised curricular proposals submitted	All faculty		/	/			
PI 12:	Number of new revised proposal approved by UCC	All faculty		/				
PI 17:	Percentage of faculty rated at least VS in the Teaching Performance Evaluation by Students (TPES)	All faculty			/			
PI 18:	Percentage of faculty rated at least VS by Supervisor	All faculty			/			
PI 2:	Number of research outputs completed	EKLS		/				
PI 4:	Number of research proposals submitted	RJPD, CCB, EKLS, FOP, HVO, RMM, DNM, EOB		/				
PI 1:	Number of active partnerships with	DMGV, RJPD,		/	/			

	LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities * (MOUs/MOAs)	SAC						
PI 2:	Number of trainees weighted by the length of training *	SAC			/			
PI 3:	Number of extension programs and projects	DMGV, SAC		/	/			
PI 4:	Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance*	DMGV, SAC,			/			
PI 5: Number of expert services rendered:	1. Peer reviewers of journal/book	CCB, RMM		/	/			
	2. Review of research and extension proposal	SAC			/			
	3. resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)	SAC, RJPD			/			
PI 6:	Number of extension proposals submitted	DMGV			/			
PI 8:	Number of Extension projects implemented	DMGV, AMM		/	/			
PI 10:	Number of extension activities conducted	DMGV, RJPD, SAC		/	/			
PI 11:	Number of trainings, seminars and fora conducted	DMGV, SAC		/	/			

PI 18:	Additional outputs							
	Number of specimens identified	AMM, HVO, EOB		/	/			
OVPI MFO 1. Faculty Development Services								
PI 1:	Number of faculty pursuing advanced research degrees	JGB, JCE, ARRF, BLAR, SAC, EOB		/	/			
PI 7:	Number of faculty sent to trainings, seminars and conferences	AMM, DNM, SAC, HVO, RMM, EKLS, EOB		/	/			
OVPI MFO 3. Registration Services								
PI 9:	Percentage of students enrolled and validated within the registration period	All faculty		/				
PI 10:	Number of students advised during the registration period	All faculty		/				
OVPI MFO 4. Curricular Program Management Services								
PI 11:	Number of curricular reviews conducted	All faculty		/	/			
PI 13:	Number of course syllabi and TOs reviewed and approved	All faculty		/	/			
PI 14:	Number of OJT MOAs prepared	RMM, DMGV			/			
PI 16:	Number of thesis students advised	CCB, SAC, AMM, DMG, EKLS, FOP, DNM, BLAR, RMM, HVO, EOB, RJD, BSB		/	/			
MFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES (GASS)								
PI 1.	Number of departments/institutes/offices supervised	AMM, CCB		/	/			
PI 2.	Number of management	DBS Faculty &		/	/			

	meetings conducted	Staff						
PI 3.	Number of committee meetings conducted	AMM, CCB		/	/			
PI 4.	Number of routinary documents acted	AMM, CCB		/	/			
PI 5.	Number of requests acted	AMM, CCB		/	/			
PI 6.	Number of memoranda prepared	AMM, CCB			/			
PI 9:	Percentage of faculty and staff who submitted a DTR every month	All faculty		/	/			
PI 12:	Monthly accomplishment report submitted on time			/	/			
PI 13:	Number of classrooms and Lab rooms constructed and renovated				/			
PI 14:	Percentage budget utilization (GAA)			/	/			
	Percentage budget utilization (STF)			/	/			

Prepared by:


CHERYL C. BATISTEL
 Head, DBS

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Beatriz S. Belonias
Performance Rating: Outstanding

Aim: Publish in peer-reviewed journal
Submit a new research proposal for funding

Proposed Interventions to Improve Performance:

Date: January 2024 Target Date: December 2024

First Step:

Develop and submit an article for submission to peer-reviewed journal

Result: One paper was submitted to ATR and currently under review

Date: Jan 2024 Target Date: December 2024


Next Step:

Prepare and submit a new research proposal for funding

Outcome:

Final Step/Recommendation:

Prepared by:


CHERYL C. BATISTEL
Immediate Supervisor

Conforme:


BEATRIZ S. BELONIAS
Professor 6



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: BELONIAS, BEATRIZ S.

Department: Dept. of Biological Science

College: College of Arts and Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
Botn 122n	PLANT MORPHOLOGY AND ANATOMY	LEC	5.00	Outstanding	100.0%
BIOL215	ADVANCES IN PLANT GROWTH & DEVELOPMENT	LEC	5.00	Outstanding	100.0%
Average Rating			5.00	Outstanding	100.00%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: April 24, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: April 24, 2024

Received by:

BELONIAS, BEATRIZ S.

Name and Signature of Faculty

Date: 5/27/24

Distribution of copies: ODIE, College, Department, Faculty

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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