

**BEATRIZ S. BELONIAS**

Vice President

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: JULISSAH C. EVANGELIO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
Head/Dean (50%)		4.87x50%= 2.43	
Students (50%)		4.60x50%= 2.30	
Total for Instruction	80%	4.859	3.887
2. Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research	15%	4.888	0.977
3. Extension	5%	5.000	0.250
Client/Dir. for Extension (50%)			
Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.864

EQUIVALENT NUMERICAL RATING: 4.864Add: Additional Points, if any: noneTOTAL NUMERICAL RATING: 4.864ADJECTIVAL RATING: OUTSTANDINGJULISSAH C. EVANGELIO

Name of Faculty

ANALYN M. MAZO

Department Head

Recommending Approval:

MA. THERESA P. LORETO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Julissah C. Evangelio, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES commit to the 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 2021.

*jch*  
**JULISSAH C. EVANGELIO**  
Assistant Professor IV  
Date: *Sept. 23, 2021*

Approved:  
*may*  
**ANALYN M. MAZO**  
Department Head  
Date: *Sept. 30, 2021*

*mtloredo*  
**MA. THERESA P. LORETO**  
College Dean  
Date: *Oct. 4, 2021*

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	1	1	5	5	5	5.00	Accomplishment is from Jan-June 2021
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1	5	5	5	5.00	Accomplishment is from Jan-June 2021
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							



		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1	1	5	5	5	5.00	Accomplishment is from Jan-June 2021
	<b>PI 9:</b> Number of instructional materials developed *	<u>A5</u> . 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,							
		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							
	<b>PI 10</b> . Additional outputs:	<u>A 8</u> . Other outputs implementing the new normal due to covid 19	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>										

	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	20	17.85 (about 89.25% is accomplished for Jan-June 2021)	5	4	5	4.67	Target is for Jan-Dec 2021
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2 (Midterm Grades for ScTS 11b E014 and E016)	5	5	4	4.67	Accomplishment is from Jan-June 2021
		<b>A11.</b> 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	1	3	5	5	5	5.00	INC students in Zool 11 from the First Sem SY 2020-2021 (Jan-June accomplishment)
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	2	2	5	5	5	5.00	Accomplishment is from Jan-June 2021 (1. Eco-Webinar on the TIEC-CHED Flexible Learning Foundation Virtual Conference; 2. Turnitin Feedback Studio Resource Materials)
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6 (if per exam)	3 (if per exam - Midterm Exam); 89 (if per students)	5	5	4	4.67	Accomplishment is from Jan-June 2021 (ScTS 11b (E014 with 29 students and E016 with 30 students); Ecol21n Lab with 30 students)
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	35 (if per quiz/assessments)	35 (if per quiz/assessments x 89 students)	5	5	4	4.67	Accomplishment is from Jan-June 2021 for ScTS 11b (E014 and E016) and Ecol21n Lab
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	11	11	5	5	4	4.67	This is based on the number of laboratory exercises for Ecol21n Lab and assigned term paper
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	<i>Acts as academic adviser to students</i>	20	25	5	5	5	5.00	Accomplishment is from Jan-June 2021



		<b>A17</b> . Number of students advised on thesis/ field practice/special problem:		5	5	5	4	5	4.67	As Thesis adviser
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00	AS SRC-Chairman
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5.00	AS SRC-Member
		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	100	5	5	5	5.00	Includes all 89 students, thesis advisees, and academic advisees
	<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 related activities							
	<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	1	1 (Revised Ecol21n Laboratory Manual)	5	5	4	4.67	Accomplishment is from Jan-June 2021
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2 (Complete Set for Ecol21n Lab and ScTS11b)	5	5	5	5.00	Accomplishment is from Jan-June 2021

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	30	75	5	5	4	4.67	Accomplishment is from Jan-June 2021 (39 total learning tasks; 35 learning assessments and 1 Midterm Exam for ScTS 11b; 1 Midterm Laboratory Exam for Exol21n Lab)
		A 23 : 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							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	2	5	5	5	5.00	Virtual Classroom for Ecol21n Lab and ScTS 11b Lecture
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing	Designs experiential learning							
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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							
	PI 2. Number of research outputs completed within the year *	A 28. 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	1	1					
		<i>In refereed int'l journals</i>		1	1	5	4	5	4.67	Publication of Alistair De Cruz from IOP Conference Series: Earth and Environmental Science.
		<i>In refereed nat'l/regional journals</i>		1						Target for July-Dec 2021
	<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 scientific for a/conferences	1	1	5	5	5	5.00	
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>		1	1	5	5	5	5.00	Accomplishment is from Jan-June 2021 (Regional ViCARP RRDEN - Poster Presentation)
	<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 w/ faculty)								
		<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>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership							
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects							
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> 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							
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor								



	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator		1	2	5	5	5	5.00	As Evaluator for the 1. Samar State University Completed Researches; 2. evaluator for 2021 Undergraduate Student Research Competition
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								

		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension activities and other outputs to implement new normal								
<b>UMFO 5. SUPPORT TO OPERATIONS</b>											
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	<b>PI 8.</b> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	<b>A 44.</b> Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the core processes of the university are compl with in the performance of his/her functions as a member		zero non-conformity						
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and meets all requirements as prescribed in the		100% compliant						
		On program accreditations									
		On institutional accreditations									
<b>UMFO 6. General Admin. &amp; Support Services</b>											
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customerly friendly frontline services to clients		Zero % complaint						
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice								
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal								



	Total Over-all Rating							112.00	
	Average Rating							4.87	
	Adjectival Rating								

**Comments and Recommendations for Development Purpose:** Should pursue her Ph.D.

Evaluated & Rated by:

*ANALYN M. MAZO*  
 ANALYN M. MAZO  
 Department Head  
 Date: *Sept. 30, 2021*

Recommending Approval

*MA. THERESA P. LORETO*  
 MA. THERESA P. LORETO  
 Dean, CAS  
 Date: *Oct. 4, 2021*

Approved by:

*BEATRIZ S. BELONIAS*  
 BEATRIZ S. BELONIAS  
 Vice President for Academic Affairs  
 Date: *Oct. 18, 2021*

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Julissah C. Evangelio

Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2021      Target Date: 2022

First Step:

Continue to pursue graduate studies

Result:

To look apply for a scholarship


Date: June 2022      Target Date: August 2022

Next Step:

Outcome:

Final Step/Recommendation:

Prepared by:

  
**ANALYN M. MAZO**  
Unit Head

Conforme:

  
**JULISSAH C. EVANGELIO**  
Assistant Professor