

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: BERNA LOU A. REGIS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.88 x50%= 2.44	
b. Students (50%)		4.67x50%=2.33	
Total for Instruction	100%	4.77	4.77
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production TOTAL	100%		4.77

EQUIVALENT NUMERICAL RATING: 4.77

Add: Additional Points, if any: none

TOTAL NUMERICAL RATING: 4.77

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Reviewed by:

BERNA LOU A. REGIS

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, Berna Lou Regis, 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 January to June 2023.


BERNA LOU A. REGIS

Assistant Professor IV

Date: 7/26/23

Approved:


ANALYN M. MAZO

Department Head

Date: 7/26/23


MA. THERESA P. LORETO

College Dean

Date: JUL 27 2023

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 problems/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	2	3	5	5	5	5.00	Consultation with regards to comprehensive exam schedule

	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 Moodle or Google Classroom							
	PI 10: Additional outputs:	A 8: Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9: Actual Faculty's FTE	Handles and teaches courses assigned	10	35.05	5	5	5	5.00	
		A10: Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	6	5	5	4	4.67	Biol 115 (2), Micro 24, ENVI 122, MarB 112, Biol 200.1

		A 11 . 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	2	5	5	4	4.67	
		A12 . Number of trainings attended related to instruction	Attend mandated trainings							
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	12	5	5	5	5.00	2 Long Exams for Biol 115 (2 sections), Micro 24, ENVI 122, MarB 112, Biol 115 Lab
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	25	5	5	5	5.00	At least 4- 5 quizzes per subject
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	13	5	5	5	5.00	10 lab ex for Biol 115, 3-MarB 112 lab
	PI 8: Number of students advised: *	A16 . Number of students advised:	<i>Acts as academic adviser to students</i>	10	18	5	5	5	5.00	
		A17 . Number of students advised on thesis/ field practice/special problem:		1	3	5	4	4	4.33	
		<i>As Thesis Adviser</i>			3	5	5	5	5.00	Reyna Fae Pedericos, Leila Natascha Agote and
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00	Janice Macalam
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00	M. Bailado
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	15	30	5	5	5	5.00	Mostly consultation was about grades, and dropping of subject
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	<i>Advises student organizations recognized by USOO</i>							
		A20 . Number of Student organizations assisted on student related activities	<i>Assists student organizations in implementing student related activities</i>							

	PI 10: Number of instructional materials developed *	A 21 : 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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	4	5	5	5	5.00	New PPT for MarB 112, Updated PPT for Micro 24, Biol 115, and New PPT for ENVI 122
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	4	5	5	5	5.00	Quiz, Long Exams, Sythesis Paper, Mini Research
		A 23 : 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 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	3	5	4	4	4.33	Biol 115, MarB 112, Micro 24
	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		1					CHED re visit for BS BIO and BS Marine Bio programs
		Agency/firm/Industry linkages (Department Student Internship Coordinator)	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
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							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. 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>			1					Assessing the Flood Ggates: Utilization of Social Capital as Adaptation to Flooding of Selected Households in Two Barangays in Bay, Laguna, Philippines Journal of Environmental Science and Management 25-2: 1-11
		<i>In refereed nat'l/regional journals</i>								
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. 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>								
		<i>In nat'l/regional fora/conferences</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 33. 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							
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output		1					Automatic Detection and Counting of <i>Staphylococcus aureus</i>

[illegible]

	Evaluator	Evaluator							
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation						
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *							
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal						
UMFO 5. SUPPORT TO OPERATIONS									
OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. 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*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member						
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools						
		On program accreditations							
		On institutional accreditations							
UMFO 6. General Admin. & Support Services									
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients						
	PI 3: Additional Outputs	A 47. 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						

		A 48. 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								78.00	
	Average Rating								4.88	
	Adjectival Rating								Outstanding	
										Comments and Recommendations for Development Purpose: <i>To finish PhD</i>

Evaluated & Rated by:

gv
ANALYN M. MAZO

Head, DBS

Date: *7/26/23*

Recommending Approval

mtloredo
MA. THERESA P. LORETO

Dean, CAS

Date: *JUL 27 2023*

Approved by:

Bea
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *7/27/23*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Berna Lou A. Regis
Performance Rating: Outstanding

Aim: Finish graduate studies (PhD)

Proposed Interventions to Improve Performance:

Date: July 2023 Target Date: December 2023

First Step:

Write-up/revisions of dissertation

Result:


Submit write-up

Date: January 2024 Target Date: June 2024

Next Step:

Outcome:

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


BERNA LOU A. REGIS
Assistant Professor