

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: EUNICE KENEE L. SERIÑO


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.95x50%= 2.475	
b. Students (50%)		5.0x50%= 2.50	
Total for Instruction	75%	4.975	3.731
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	25%	5	1.25
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.981

EQUIVALENT NUMERICAL RATING: 4.981
 Add: Additional Points, if any: none
 TOTAL NUMERICAL RATING: 4.981

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

Reviewed by:



EUNICE KENEE L. SERIÑO
 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, EUNICE KENEE L. SERINO, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES, commits to deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period July to December 2021.

Eunice Kenée L. Serino
EUNICE KENEE L. SERINO
 Asst. Prof. 1
 Date: *08 March 2022*

Approved:
Analyne M. Mazo
ANALYN M. MAZO
 Department Head
 Date: *3/8/2022*

Ma. Theresa P. Loreto
MA. THERESA P. LORETO
 College Dean
 Date: *3/8/2022*

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										
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	8	28.7	5	5	4	4.67	Handled and taught courses assigned: 2nd Sem 2020-2021 - 2021 - Ecol 152n lec & lab; Ecol 183 lec & lab (FTE=2.7); 1st Sem 2021-2022 - Ecol 172 lec (2 sections); Ecol 115n lec & lab; EaSc 106e lec & lab (2 sections); Ecol 185n lec & lab (lab until MT only) (FTE=26)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2	5	5	4	4.67	Prepared and submitted gradesheets for final term in Ecol 152n lec & lab; Ecol 183 lec & lab; 1st Sem 2021-2022 still on going (no final grades yet)
		A11. Number of INC forms with	Facilitates students in their							
		A12. Number of trainings attended related to instruction	Attends mandated trainings	2	4	5	5	5	5.00	Attended VSU Faculty Onboarding; VSU Graduate School Onboarding for Faculty and Students; Intellectual Property Rights Awareness Seminar; DBS OJT Orientation

		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	6	5	5	5	5.00	Conducted midterm exams for Ecol 172, Ecol 115, Ecol 185n; long exam for Ecol 185n; final exams EaSc 106, Ecol 172
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	44	5	5	5	5.00	Prepared and checked quizzes/learning tasks/assessments: Ecol 172 (13), Ecol 115 (14), EaSc 106 (11); Ecol 185n (6)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	25	5	5	5	5.00	Prepared and checked laboratory exercises that can be done at home by the students
	PI 8: Number of students	A16. Number of students advised:	Acts as academic adviser to	5	11	5	5	5	5.00	Acted as academic adviser to students and
		A17. Number of students advised								
		As SRC Chairman	Advises and corrects thesis outline	2	7	5	5	5	5.00	Served as adviser and corrected research outline for BSBio (Babilonia, Petilos, Igloria, Cabier, Abayan, Celebre) and BSEM (Baltazar) students
		As SRC Member	Advises and corrects thesis outline	4	6	5	5	5	5.00	Served as SRC member and corrected research outline and/or manuscript for BSBio students - Padilla, Laroa, Gopio, Panoy, Jamin, Abelida
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	30	5	5	5	5.00	Entertained students consulting on subject taught and thesis outline
	PI 9: Number of student	A19. Number of Student	Advises student organizations	1	1	5	5	5	5.00	Serves as co-adviser for CAS-SSC, a student
		A20. Number of Student	Assists student organizations in	1	2	5	5	5	5.00	Assisted CAS-SSC in implementing student
	PI 10: Number of	A 21 : Number of on-line course								
		On-line ready courseware	Prepares instructional module/lectures	1	1	5	5	4	4.67	Prepared and updated IMs or learning guides
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	37	5	5	5	5.00	Prepared PowerPoint presentations, reading assignments, etc. per assigned subject: PowerPoint: Ecol 172 (5), Ecol 115 (6), EaSc 106 (11); Ecol 185n (15)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	38	5	5	5	5.00	Prepared assessment tools per lesson in each module: Ecol 172 (8), Ecol 115 (10), EaSc 106 (11); Ecol 185n (9)
		A 23 : Number of on-line course	Submits the course ware duly							
		A 24 : Number of virtual classroom	Creates and/or updates virtual	4	4	5	5	5	5.00	Created and/or updated virtual classroom using
	PI 11. Additional outputs	A 25. Number of Additional outputs								
		Program accreditation/evaluation	Prepares documents and /or	1	2	5	5	5	5.00	Assisted in the preparation of documents such

	Agency/firm/Industry linkages	Coordinates with potential firms							
	A 26. Other outputs implementing the	Designs experiential learning							
	Number of seminars/webinars/ workshops/trainings attended	Attends seminars/webinars/ workshops/trainings related to instruction and specialization	5	24	5	5	5	5.00	Attended webinars: VSU Faculty Onboarding; VSU Graduate School Onboarding for Faculty and Students; Intellectual Property Rights Awareness Seminar; DBS OJT Orientation; 52nd FIMFS Convention; DBS OJT Webinar Series (GIS, Marine Benthic Ecology, Wildlife, Biodiversity, IEC, Data Recording, CV Writing); Annual In-House Review 2021; Poster Pitch Workshop; 33rd Joint VICARP and RRDEN Symposium; Publication Writing Workshop; PNPCSI's 6th International Symposium; Protecting the Plants that Protect Us; Why Microplastics is Not the Story; Biotechnology: Breaking Scientific Limitations - International Webinar Series; What does the bat say?: An Introduction to Bat Echolocation and Bat Bioacoustics Research in the Philippines; Reasons for Hope with Dr. Jane Goodall; Ecological Profile of Urban Wetland Ecosystems in Davao City; Mental Health and Work-Life Balance
	Number of OBE-dized syllabi developed and/or revised	Develops and/or revises OBE- compliant syllabi for assigned courses	3	4					Developed and/or revised OBE-compliant syllabi for assigned courses: Ecol 172, Ecol 115, EaSc 106; Ecol 185n
	Number of participated department activities	Serves as resource person, committee member, etc.	1	3					Served as resource person for the CV Writing Workshop for BSBio and BSMarBio OJT students; coordinated the webinar series for BSBioEcology OJT students; served as moderator/emcee during the F2F consultation meeting for parents and students

UMFO 3 . RESEARCH SERVICES										
PI 1. Number of research	A27. Number of research outputs in the	Conducts research for possible								
PI 2. Number of research	A 28. Number of research outputs	Conducts and completes research	1	2	5	5	5	5.00	Conducted research projects within the year:	
PI 3. Percentage of research	A 29. Percentage of research outputs	Writes publishable materials out of							*Still in the revision process; not submitted yet	
	<i>In refereed int'l journals</i>									
	<i>In refereed nat'l/regional journals</i>									
PI 4. Number of research	A 30. Number of research outputs	Prepares, submits and presents								
	<i>In int'l fora/conferences</i>									
	<i>In nat'l/regional fora/conferences</i>		1	2	5	5	5	5.00	River Project was presented during the AIHR and ViCARP-RRDEN Symposium; paper presented in the PNPCI International Conference (co-author)	
PI 5. Percent of research	A 31. Percentage of of research	Prepares research proposals,								
PI 6. Additional outputs*	A 32. No. of research-related									
	A 33. Number of journal	Acts as peer reviewer of journal								
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output								
	A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0	1	5	5	5	5.00	Presented the results of the River Project in the LGU of Albuera, Leyte	
UMFO 4. EXTENSION SERVICES										
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. 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								
PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer								
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects								

	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. 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							
	PI 5. Number of technical/expert services	A 40. 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								
	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 (extn. 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	0	1	5	5	5	5.00	Joined the team for the biodiversity assessment in Lake Mahagnao, Burauen, Leyte

IIMEO 5. SUPPORT TO OPERATIONS										
OVPI MFO 4. Program and Institutional Accreditation Services										
PI 8. Compliance to all	A 44. Compliance to all requirements of	Ensures that all the QMS core								
	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	100% compliant							
	On program accreditations									
	On institutional accreditations									
IIMEO 6. General Admin. & Support Services										
PI 2. Zero percent	A 46. Customerly friendly frontline	Provides customer friendly frontline	Zero % complaint							
PI 3: Additional Outputs	A 47. Number of /new initiatives	Initiates/introduces								
	A 48. Other outputs implementing the	Designs								
Total Over-all Rating								109.00		
Average Rating								4.95		
Adjectival Rating								Outstanding		
Comments & Recommendations for Development Purpose: May consider pursuing her PhD										

Evaluated & Rated by:

ANALYN M. MAZO

Head, DBS

Date: 3/8/2022

Recommending Approval

MA. THERESA P. LORETO

Dean, CAS

Date: 3/8/2022

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 3/11/2022

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Eunice Kenée L. Seríño

Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2021 Target Date: 2022

First Step:

Pursue graduate program based on the FDP

Result:

To pursue Aquatic Ecology *PhD Biology*

Date: _____ Target Date: September-December _____

Next Step:

Look for possible University

Outcome:

UST is one identified University

Final Step/Recommendation:

Look for scholarship

Prepared by:

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ANALYN M. MAZO
Unit Head

Conforme:

Eunice Kenée L. Seríño
EUNICE KENEE L. SERIÑO
Assistant Professor I