

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: CHERYL C. BATISTEL

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
1. Instruction			
a. Head (50%)		2.47725	1.734075
b. Students (50%)		2.5	1.75
TOTAL for Instruction	70%		
2. Research	25%	5	1.25
3. Extension	5%	5	0.25
TOTAL RATING			4.984075

EQUIVALENT NUMERICAL RATING: 4.984075

Add: Additional Points, if any:

TOTAL NUMERICAL RATING 4.984075

ADJECTIVAL RATING: OUTSTANDING


Prepared by:


CHERYL C. BATISTEL
Name of Faculty

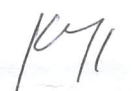
Reviewed by:


ANALYN M. MAZO
Head

Recommending Approval:

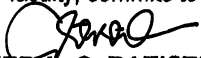

CANDELARIO L. CALIBO
CAS Dean


Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

Visayas State University
DEPARTMENT OF BIOLOGICAL SCIENCES
Visca, Baybay City, Leyte
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, CHERYL C. BATISTEL, DBS faculty, 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.


CHERYL C. BATISTEL
Assistant Professor II, DBS
Date: 27 Sept. 2018


ANALYN M. MAZO
Department Head, DBS
Date: _____

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO	1: Advanced Education Services									
DBS MFO 1.	Graduate Degree Program									
	PI 1: Number of graduate degree specializations offered and monitored									
	PI 2: Total FTE monitored									
	PI 4: Other accomplishments									
	Number of proposed graduate degree program									
DBS MFO 2. Graduate Student										
	PI 1: Number of graduate students advised									
UMFO 2. Higher Education Services										
DBS MFO 1. Curriculum Program										
	PI 1: Total FTE monitored		Teaches undergraduate general education and major courses (BS Bio - Ecology	20	21.85	5	5	5	5.00	Handled Ecol 142-Terrestrial Ecology (Lec), Ecol 185-Landscape Ecology, Ecol 172-Socio-ecology and Bio 11-General Biology (Lec)
	PI 2: Number of curricular program compliant to CMO, approved and offered									
	PI 3: Average passing percentage in licensure examinations in mandated programs									
	PI 4: Number of academe/industry linkage established		Established linkage with the Board of Investment	1	1	5	5	5	5.00	Involved in research funded by the Board of Investments implemented by ISRDS

	PI 8: Number of students advised for their academic and thesis concerns	Adviser/chairman/ member of undergraduate research committee of BS Biology students as well as advised BS Biology academic advisees	20	23	5	5	4.5	4.83	Served as academic adviser of 15 BS Biology students and served as thesis adviser (1), SRC Chairman (6) and SRC Member (1) of BS Biology students
	PI 9: Number of student organizations advised								
	PI 10: Number of instructional materials developed/revised	Updated lecture materials for major subjects taught; Revised and developed additional laboratory exercises for laboratory classes.	15	18	5	5	4.5	4.83	Updated powerpoint presentations (per topic) in major subjects taught, (e.g. Biol 185-Landscape Ecology, Ecol 142-Terrestrial Ecology and Ecol 172-Socio-ecology); Revised 3 Ecol 142 lab exercises; Developed 4 additional Laboratory exercises in Ecol 142 (lab)
	PI 11: Number of OBE compliant syllabus prepared	Revised syllabus in compliance to OBE	1	3	5	5	4.5	4.83	Revised course syllabi of Ecol 142 - Terrestrial Ecology, Ecol 185 - Landscape Ecology, and Biol 11 - General Biology in compliance to OBE
	PI 12: Additional outputs								
	Number of awards/recognitions received by faculty member								
DBS MFO 3. RESEARCH									
	PI 1: Number of published papers in internationally indexed journals <i>refereed int'l journals</i> <i>refereed national journal</i>								
	PI 2: Number of research outputs presented in local/regional/national /international fora/conferences <i>international fora/conferences</i> <i>national fora/conferences</i> <i>institutional fora/conferences</i>								
	PI 3: Number of research project/study conducted and/or completed on schedule	Conducted 4 research projects/studies: 2 were VSU-funded while the other 2 were funded by the Bureau of Investments	4	4	5	5	5	5.00	Conducted research on riparian flora of major river systems in Leyte; Utilization of VSU Water Resources; Identification of Factors affecting Environmental Quality, and Resource Protection and Conservation in the LEIZ (Project Leader) and Identification of Utilization Practices Affecting the Preservation and Conservation of Land and Freshwater Resources and Environmental Quality in the LEIZ
	PI 4: Number of research proposals submitted								
	PI 5: Number of research proposals approved								
	PI 8: Amount of money generated from institutional funding								
	PI 9: Additional outputs								

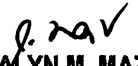
	Number of research related awards (research conducted by student or student with faculty)								
	Number of research articles submitted for publications	Co-authored article submitted for publication as book chapter with funding from APN	2	2	5	5	5	5.00	Co-authored articles submitted for publication as book chapters entitled Experiences in Ensuring Food and Water Security in a Changing Climate, and Water and food security as affected by mining and water use options, and Climate Change, River Flows, Food and Water: VSU Extends Expertise to Affected Stakeholders
	Number of terminal reports submitted								
DBS MFO 4. Extension services									
	PI 1: Number of technical/expert services rendered								
	PI 2: Number of extension projects/components conducted	Served as member of the the Editorial Board of the book publication, funded by APN	1	1	5	5	5	5.00	Member of the Publication Editorial Board of the book "Making Sense of Food and Water Security in a Changing Climate: What Universities Can Do"
	PI 4: Amount of money generated from external funding								
	PI 5: Amount of money generated from institutional funding								
	PI 6: Additional Outputs								
	Number of clientele served for identification of specimens as expert in the field								
	Number articles reviewed for peer-reviewed journals								
	Number of scientific fora attended as speaker/resource person								
	Number of seminars/workshops/trainings attended								
DBS MFO 5. Support to operation									
OVPI MFO 1 Faculty Development Services									
	PI 1. Number of faculty pursuing advanced degree program								
OVPI MFO 2 Faculty Recruiting/Hiring Services									
	PI 1: Number of new faculty recommended for hiring aligned with ISO standards								
OVPI MFO 3 Faculty Evaluation Services									
	PI 1: Number of seminars/ trainings/ conventions/ workshops coordinated for entire university								

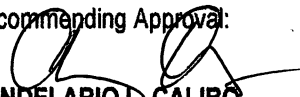
	PI 2: Percentage of Faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated								
	OVPI MFO 4 Program and institutional Accreditation Services								
	PI 1: Number of degree programs which passed accreditation/evaluation at least Level 1								
	PI 2: Percentage of degree program compliant with CHED								
	PI 3: Percent of documents gathered and compiled for level III Phase II Accreditation of BS Bio Program	Area 3-Research in-charge for AACCUP Level III Phase II Accreditation of BS Biology	100%	100%	5	5	5	5.00	Assisted in the gathering and compiling of documents for Area 3 (Research) for the BS Biology Level III Phase II Accreditation
	PI 4: Number of NP submitted for BS Bio Level III Phase II AACCUP accreditation	Prepare Narrative Profile for Area 3- Research for BS Biology Level III Phase II Accreditation	1	1	5	5	5	5.00	Prepared, together with Prof. ARRIlandez, the Narrative Profile for Area 3 - Research for the AACCUP Level III Phase II Accreditation of BS Biology
	Additional Output: Percent of documents gathered and compiled for RQAT Evaluation	Collected and gathered documents for RQAT Evaluation	100%	100%	5	5	5	5.00	Gathered and compiled relevant documents for Administration, and CQI.

DBS MFO 6: General Administration and Support

	PI 1: Zero complaints from clients								
	PI 2: Additional outputs								
	Number of management meetings attended								
	Number of management meetings conducted								
	Number of recommendations made for the approval of the administration to enhance the unit's capabilities and better improve its services								
	Number of requests made for approval by the administration to address some academic/office concerns								
	Number of Purchase requests made for materials/equipment needed for smooth laboratory and office operation								
	Number of job/letter requests made for the lecture/laboratory rooms and office maintenance								
	PI 7: Number of well maintained laboratory/lecture rooms								
	Number of well maintained comfort rooms for comfortable use of students, faculty and staff								


	Percent of laboratory specimens properly collected for instructional purposes								
	Number of exam papers properly mimeographed and reproduced on time								
	Number of laboratory/lecture guides reproduced on time								
	Number of documents acted upon promptly								
	Laboratory Services								
	Number of laboratory equipment properly maintained as functional								
	No. of glasswares/equipment dispensed								
	% of students & faculty served on time during the scheduled lab. classes & with zero complaint								
	% of request for reagents prepared & issued during scheduled lab. classes								
	% specimens collected & prepared before scheduled lab.								
	% materials/equipment submitted to the property office after being declared as waste								
Total Over-all Rating								54.50	
Average Rating								4.95	
Adjectival Rating						OUTSTANDING			

Evaluated & Rated by:

ANALYN M. MAZO
Department Head

Recommending Approval:

CANDELARIO L. CALIBO
College Dean

Approved:

BEATRIZ S. BELONIAS
Vice President for Instruction

Comments & Recommendations for Development Purpose:
Increase payment in extension.


EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Cheryl C. Batistel

Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2018 Target Date: 2020

First Step:

Pursue graduate program based on the FDP

Result:

To pursue PhD Environmental Biology

Date: _____ Target Date: September-December _____

Next Step:

Look for possible University


Outcome:

Pursue PhD in Universitat Rostock

Final Step/Recommendation:

Pursue PhD in Biology (Peatland Ecology)

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


CHERYL C. BATISTEL
Ratee

1000000

UNITED STATES GOVERNMENT

Department of Agriculture
Forest Service

Washington, D.C.

Approved for publication by the Forest Service

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