

## 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%)		4.86 x50%= 2.43	
b. Students (50%)		4.29x50%=2.145	
Total for Instruction	95%	4.575	4.346
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	5.0	0.25
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.596

EQUIVALENT NUMERICAL RATING: 4.596  
 Add: Additional Points, if any: none  
 TOTAL NUMERICAL RATING: 4.596

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 A. 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 accomplishments in accordance with the indicated measures for the period July-December 2022

*[Signature]*  
**BERNA LOU A. REGIS**  
 Assistant Professor IV  
 Date: Jan. 24, 2023

Approved:  
*[Signature]*  
**ANALYN M. MAZO**  
 Department Head  
 Date: 1/24/2023

*[Signature]*  
**MA. THERESA LORETO**  
 College Dean  
 Date: JAN 25 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 problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation							
		AS GAC Member	Advises and corrects research outline and							
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1	2	5	5	4	4.67	
	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 e							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading							
		Assessment tools	Prepares assessment tools such as long exam, quizzes							



	A 6 : Number of on-line course were reviewed by TRP & edited by	Submits the course were duly reviewed by TRP for							
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other						
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>									
<b>OVPI UMFO 3. Higher Education Management Services</b>									
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	10	35.15	5	5	4	5.00
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline						
		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						
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	4	4.67 Graduate School OBE syllabus training
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	3	5	5	4	4.67 First Long Exam, Midterm Exam, Third Long Exam in subjects taught
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	60	5	5	5	5.00 For all subjects taught
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	6x30 students	5	5	5	5.00 Micro 23n lab
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	10	17	5	5	5	5.00 3 (MEd-Biol), 14 (BS BIO)
		A17. Number of students advised on thesis/ field practice/special problem:		1	3	5	4	5	5.00 Pediricos, Agote, Ruiz
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5.00
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	15	25	5	5	5	5.00 Zool 11, Zool21b, Micro 23n and Academic Advisees, Thesis students



	<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							
	<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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	8	5	5	4	4.67	Prepared PPT for Micro 23n, Updated PPT for Bsci 104, Zool 11 and Zool 21b Documentary Videos on Covid-19 (3),
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	6	5	5	4	4.67	Major Exams, Quizzes, Reaction Paper, Research paper, IEC Material for Bsci 104
		<b>A 23 :</b> 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							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates and updates virtual classroom using either Moodle or Google	2	4	5	4	5	4.67	Zool 11, Zool 21b, Micro 23n and Bsci 104
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or							
		Agency/firm/Industry linkages	Coordinates with potential firms							
		<b>A 26.</b> Other outputs implementing	Designs experiential learning							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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							
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> 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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	<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 fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage 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								
		<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	1	1	5	5	5	5.00	Submitted a Patent Draft
		<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 priority programs	<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							
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and						
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards/outputs generated by faculty							
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	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>UMFO 6. General Admin. &amp; Support Services (GASS)</b>									
	<b>Total Over-all Rating</b>							68.01	
	<b>Average Rating</b>							4.53	
	<b>Adjectival Rating</b>							Outstanding	
			<b>Comments and Recommendations for Development Purpose:</b> Needs to finish her Ph.D.						

Evaluated & Rated by:

*mon*  
**ANALYN M. MAZO**  
 Department Head  
 Date: 1/29/2023

Recommending Approval

*mtphcto*  
**MA. THERESA P. LORETO**  
 Dean, CAS  
 Date: JAN 25 2023

Approved by:

*191*  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs  
 Date: 1/26/2023



## EMPLOYEE DEVELOPMENT PLAN

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

Aim: Finish graduate studies ( PhD)

Proposed Interventions to Improve Performance:

Date: Jan 2023      Target Date: August 2023

First Step:

Submit first draft of dissertation

Result:

Submitted first draft

Date: Sept 2023 Target Date: December 2023

Next Step:

Revise draft

Outcome: Write up in progress

Prepared by:

**ANALYN M. MAZO**  
Unit Head

Conforme:

  
**BERNA LOU A. REGIS**