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%)		4.80x50%= 2.4	
b. Students (50%)		4.29x50%=2.145	
Total for Instruction	95%	4.545	4.317
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	4.33	0.216
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production TOTAL	100%		4.533

EQUIVALENT NUMERICAL RATING: 4.533
Add: Additional Points, if any: none
TOTAL NUMERICAL RATING: 4.533

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by: Reviewed by:

BERNA LOU A. REGIS   **ANALYN M. MAZO**
Name of Faculty   Department Head

Recommending Approval:

for:
MA. THERESA P. LORETO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
for: 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 January-June 2022

BERNA LOU A. REGIS
Assistant Professor II
Date: 7/22/2022

Approved:

ANALYN M. MAZO
Department Head
Date: 7/26/22

MA. THERESA LORETO
College Dean
Date: 7/28/2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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	1	1.66					
	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 a							
		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 ware reviewed by TRP & edited by	Submits the course ware duly reviewed by TRP for							
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or							
PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other							

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	19.05	5	5	4	4.67	
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	8	5	5	4	4.67	3- Biol 115 Lec (3 sections), 1-Micro 24 lab , 1- Biol 115 lab, 1-BIOL 293 lec, 1-Biol 293 lab, 1- Biol 200
	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	3	9	5	5	5	5.00	Submitted deferred grades for previous semesters
	A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	Graduate School OBE syllabus training
	A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2	5	5	4	4.67	1-Midterm Exam, 1-Final Exam in all subjects taught
	A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	12	5	5	5	5.00	9- Biol 115 lec, 5 Biol 115 lab
	A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	20	5	5	5	5.00	10- Micro 24 lab, 9 Biol 115 lab, 1- IEC material on parasites for Biol 115 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	1	5	4	5	4.67	Ritabhel T. Capuyan
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00	Petillos
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5.00	Baula and Sarmiento (BS Biotech)
	A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	15	20	5	5	5	5.00	Biol 115, Micro 24 and Academic Advisees, Thesis students

PI 9: Number of student organizations advised/ assisted *	**A19** . *Number of Student organizations advised*	*Advises student organizations recognized by USOO*								
	A20 . *Number of Student organizations assisted on student related activities*	*Assists student organizations in implementing student*								
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	6	5	5	4	4.67	Updated PPP for Biol 115 (2), Documentary Videos on Covid-19 (3), Reading assignment for BIOL 293 (1)
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	6	5	5	4	4.67	1- Major Exams, 1- Quizzes, 1- Reaction Paper, 1-Reseach paper, 1-Review Paper(Biol 923), 1- IEC
	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 and **updates** virtual classroom using either Moddle or Google	2	3	5	4	5	4.67	Biol 115, Micro 24 and Biol 293
PI 11. Additional outputs	**A 25.** Number of Additional outputs accomplished:									
	Program accreditation/evaluation	Prepares documents and /or								
	Agency/firm/Industry linkages	Coordinates with potential firms								
	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								

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							
	In refereed int'l journals								
	In refereed nat'l/regional journals								
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							
	In int'l fora/conferences								
	In nat'l/regional fora/conferences								
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								
	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	1	2	5	4	4	4.33	Serves as Peer Reviewer for Annals of Tropical Ecology
	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							
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						
PI 11. Additional outputs *	**A 42**. No. of extension-related awards /extn. conducted by faculty							
	A 43.Other outputs implementing the new normal due to covid 19	activities and other outputs to implement new normal						

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services								

UMFO 6. General Admin. & Support Services (GASS)

Total Over-all Rating							81.67	
Average Rating							4.80	
Adjectival Rating							Oustanding	

Comments and Recommendations for Development Purpose: Finish the PhD program

Evaluated & Rated by:

ANALYN M. MAZO
Department Head
Date:

Recommending Approval

MA. THERESA P. LORETO
Dean, CAS
Date: 7/28/2022

Approved by:

BEATRIZ S. BELONIAS
Vice President for academic affairs
Date: 7-28-22

Exhibit L

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 2022   Target Date: December 2022

First Step:
Submit first draft of dissertation

Result:
Corrections made to the first draft, ready to submit the second draft

Date: January 2022 Target Date: December 2022

Next Step:

Outcome:

Prepared by:

ANALYN M. MAZO
Unit Head

Conforme:

BERNA LOU A. REGIS
Faculty