

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: TED DOMINIQUE S. BELONIAS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
Head/Dean (50%)		$4.82 \times 50\% = 2.41$	
Students (50%)		$4.50 \times 50\% = 2.25$	
Total for Instruction	100%	4.66	4.66
2. Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
Client/Dir. For Extension (50%)			
Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.66

EQUIVALENT NUMERICAL RATING: 4.66
Add: Additional Points, if any: none
TOTAL NUMERICAL RATING: 4.66

ADJECTIVAL RATING: **OUTSTANDING**
TED DOMINIQUE S. BELONIAS
Name of Faculty
ANALYN M. MAZO
Department Head

Recommending Approval:



MA. THERESA P. LORETO
Dean/Director


Approved:

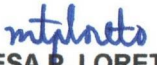

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

Ted Dominique S. Belonias, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December, 2021.


TED DOMINIQUE S. BELONIAS
 Instructor I
 Date: March 7, 2022

Approved:

ANALYN M. MAZO
 Department Head
 Date: 3/8/2022


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										
	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 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							
	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	5	17.03	5	5	4	4.67	General Physiology 123n (lec & lab), General Physiology MarB 15 (lec & lab), General Botany (after midterm), Landcape Ecology (after midterms), General Zoology (lab after midterm)

		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	5	5	4	4	4.33	General Physiology 123n (lec & lab), General Physiology MarB 15 (lec & lab), General Botany (after midterm), Landcape Ecology (after midterms), General Zoology (lab after midterm)
		A11. 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	2	5	5	5	5.00	General Physiology 123n (lec & lab), General Physiology MarB 15 (lec & lab), General Botany (after midterm), Landcape Ecology (after midterms), General Zoology (lab after midterm)
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught		3	5	5	5	5.00	General Physiology 123n (lec & lab), General Physiology MarB 15 (lec & lab), General Botany (after midterm),
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	15	15	5	5	4	4.67	General Physiology 123n (lec & lab), General Physiology MarB 15 (lec & lab), General Botany (after midterm),
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	21	21	5	5	4	4.67	General Physiology 123n (lec & lab), General Physiology MarB 15 (lec & lab), General Botany (after midterm), Landcape Ecology (after midterms), General Zoology (lab after midterm)
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	1	1	5	5	5	5.00	Vegafria, Dianne
		A17. Number of students advised on thesis/ field practice/special problem:								

		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00	Ramos, Emmanuel
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	30	41	5	5	5	5.00	General Physiology 123n (lec & lab), General Physiology MarB 15 (lec & lab), General Botany (after midterm),
	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 *	A21 : 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	3	2	5	5	4	4.67	MarB15, Biol123n
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	10	5	5	5	5.00	General Physiology 123n (lec & lab), General Physiology MarB 15 (lec & lab), General Botany (after midterm), General Zoology (lab after midterm)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	10	5	5	5	5.00	General Physiology 123n (lec & lab), General Physiology MarB 15 (lec & lab), General Botany (after midterm),
		A23 : 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							
		A24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	6	6	5	5	4	4.67	General Physiology 123n (lec & lab), General Physiology MarB 15 (lec & lab), General Botany (after midterm)
	PI 11 . Additional outputs	A25 . Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or							
		Agency/firm/Industry linkages	Coordinates with potential firms and							

UMFO 3 . RESEARCH SERVICES		A 26. Other outputs implementing	Designs experiential learning								
	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 oroject 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>									
		<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									
		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								

	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							
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		100% compliant					
		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		Zero % complaint					
	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								62.67	
	Average Rating								4.82	
	Adjectival Rating								Outstanding	
										Comments & Recommendations for Development Purpose: Needs to get involved in research/extension activities.

Evaluated & Rated by:

ana
ANALYN M. MAZO

Head, DBS

Date: *3/8/22*

Recommending Approval

mtplncto
MA. THERESA P. LORETO

Dean, CAS

Date: *3/8/2022*

Approved by:

ky
BEATRIZ S. BELONIAS

Vice President for Instruction

Date: *3/11/2022*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ted Dominique S. Belonias
Performance Rating: Outstanding

Aim: To conduct research

Proposed Interventions to Improve Performance: To attend more trainings and seminars

Date: August 2021 Target Date: 2022

First Step:

Make research proposal

Result:

Submit proposal to potential funding agency


Date: Jan 2022 Target Date: August 2022

Next Step:

If accepted, implement the research. If not accepted, look for other funding agencies
Outcome:

Final Step/Recommendation:

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


TED DOMINIQUE S. BELONIAS
Instructor