

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **Janet Alexis A. De los Santos**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.93x50%= 2.46	
b. Students (50%)		4.67x50% = 2.33	
Total for Instruction	45%	4.79	2.16
2. Research			
a. Department Head (100%)		4.98	
Total for Research	35%	4.98	1.74
3. Extension			
a. Department Head (100%)		4.90	
Total for Extension	20%	4.90	0.98
TOTAL			4.88

EQUIVALENT NUMERICAL RATING: 4.88Add: Additional Points, if any: 0.TOTAL NUMERICAL RATING: 4.88ADJECTIVAL RATING: **Outstanding**

Prepared by:

Janet Alexis A. De los Santos

Name of Faculty

Reviewed by:

Michelle C. Tolibas

College Dean

Recommending Approval:

Michelle C. Tolibas

Dean

Approved:

Beatriz S. Belonias

Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JANET ALEXIS A. DE LOS SANTOS, a faculty member of the COLLEGE OF NURSING 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, 2023.

JANET ALEXIS A. DE LOS SANTOS

ASSOCIATE PROFESSOR IV

Date: October 23, 2023

Approved:

MICHELLE C. TOLIBAS

College Dean

Date: October 23, 2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (Jan-June)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION 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 subjects/courses assigned: NuCM 115, NuCM 107r, NuCM 114r, NuCM 107r	5	27.02	5	5	5	5	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	2	4.2	4.8	4.8	4.8	NuCM 115

	<u>A12.</u> Number of trainings attended related to instruction	Attend mandated trainings	1	4	4.8	4.8	4.8	4.8	(1) Faculty on-boarding for (FOB)Faculty, (2) Adventist Women Leaders in Government Service: A narrative Inquiry Asian Qualitative Research Network, (3)Basic Principles of Quantitative Data Analysis with Statistical Applications by the National Teacher Training Center for Health Professions, UP Manila, (4) Mandatory Orientation and Reorientation of Academic Advisers and Department Enrolment Focal Persons
	<u>A13.</u> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2	4.8	4.8	4.8	4.8	NuCM 115 (MT and FIN)
	<u>A14.</u> Number of quizzes administered and checked	Prepares and checks quizzes/ Case studies for lec and lab	2	18	4.8	4.8	4.8	4.8	(17) Research groups in NuCM 115, (1) Case study group in Level 4 INPR
PI 8. Number of students advised*	<u>A16</u> Number of students advised:	Act as adviser to level 1 students, Research adviser	100	203	5	5	5	5	(117) Level 1 advisees, (73) Level 3 Students in NuCM 115 (Nursing Research), (13) students 4th Year Case study
	<u>A17.</u> Number of students advised on thesis/ field practice/ special problem:								
	As SRC Chairman	Advises and corrects research outline and thesis/SP manuscript	5	34	5	5	5	5	17 Thesis Manuscript (Kunzite 2023); 17 thesis outline (Labradorites 2024)
	<u>A18.</u> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, research and grades	10	203	5	5	5	5	(117) Level 1 advisees for enrollment, (73) Level 3 Students in NuCM 115 (Nursing Research), (13) students 4th Year Case study

	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	1	2	4.9	4.9	4.9	4.9	NuCM 115 (for 2nd Sem) and NuCM 111 (for 1st Sem)
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4.9	4.9	4.9	4.9	NuCM 115 (for 2nd Sem)
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	5	4.9	4.9	4.9	4.9	for NuCM 111 (1st Sem)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	4	5	5	5	5	NuCM 115 (for 2nd Sem) and NuCM 111 (for 1st Sem)
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2	5	5	5	5	NuCM 115 (for 2nd Sem) and NuCM 111 (for 1st Sem)
		TOTAL								4.91
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	1	3	5	5	5	5	(2) studies institutional research studies (1 funded, 1 no fund); (1) DOST-NRCP funded project co-authored with VSU-CVM

PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and publish research in a refereed journals	1	3	5	5	5	5	3 studies published Scopus indexed journal [2] in Malaysian Journal of Nursing] : Feasibility of Offering MS Nursing Program at Visayas State University; Knowledge, Attitudes, and Behaviors toward HIV/AIDS among Health Care Workers' in Urban Cities in Leyte Philippines. [1] Journal of Health Science and Medical Research: Development and Psychometric Evaluation of teh HIV-Related Stigma in Health Facilities (HIV-SHF) Scale
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>		1	1	49	49	49	49	submitted to Nurse Media Journal of Nursing and waiting for review results
PI 4. Number of research outputs presented in regional/ national/ international for a/ conferences	A30. Number of research outputs presented in regional/ national/ intr'l for a conferences*	Prepares, submits and presents research paper in scientific for a/ conferences	1	2	5	5	5	5	(1) accepted and presented in the 1st Genera Assembly and national Convention of the National Association of Public Health Nurses Inc (NAPHNI), (1) 4th Biennial International Conference on Nursing Practice Education, Practice and Research
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	1	1	5	5	5	5	DOST-PCHRD approved project on HIV with 1M funding.
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		1	1	5	5	5	5	1st Place Oral Presentation during the 4th Biennial International Conference with Student Research Advisees

		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	6	5	5	5	5	Sits as Editorial Review Board: Sage Open Nursing: https://journals.sagepub.com/editorial-board/SON
		TOTAL								4.98
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGU, industries, NGOs, NGA, SMEs and other stakeholders as a results of extension activities	A 36. Number of active partnerships with LGUs, Industries, NGOs, NGAs, SMEs and other stakeholders facilitated and maintained		1	4	5	5	5	5	(1) Visca Foundation Elementary School, (1) University of the Philippines Manila School of Health Sciences (1) Patria Husada Blitar, Indonesia (1) Department of Science and Technology- Philippine Council for Health Research and Development
	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	Implements duly approved extension projects	1	0	4	4	4	4	Extension proposal in VFES needs revision
	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	1	3	5	5	5	5	Technical expertise requested by (1) PCHRD, and (1) NRCP; Invited by UPM-SHS as Resource Person for HIV
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	6	5	5	5	5	Sits as Editorial Review Board: Sage Open Nursing: https://journals.sagepub.com/editorial-board/SON
		TOTAL								4.90

	Average Rating (Total		xx
	Additional Points		
	FINAL RATING		4.93
	ADJECTIVAL RATING		

Comments and Recommendations for Development Purpose
Keep up the good work!

Program	Percentage Weight	Numerical Rating		Equivalent Numerical
Instruction (Supervisor)	50% of 45%	4.93	2.46	
Instruction (Students)	50% of 45%	4.67	2.33	
Instruction (Total)	45%		4.79	2.16
Research	35%		4.98	1.74
Extension	20%		4.9	0.98
Administration & Support				
Additional Points:				
Punctuality				
Approved Additional				
FINAL RATING			Outstanding	4.88
ADJECTIVAL RATING			Outstanding	

Evaluated & Rated by:


MICHELLE C. TOLIBAS

Dean, CON

Date: October 2, 2023

Recommending Approval


MICHELLE C. TOLIBAS

Dean College of Nursing

Date: October 2, 2023

Approved by:


BEATRIZ S. BELONIAS

Vice President for Instruction

Date: November 2, 2023

1- Quality 2- Efficiency 3- Timeliness 4- Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DE LOS SANTOS, JANET ALEXIS A.

Performance Rating: 4.88

The Performance Rating showed that the concerned faculty obtained an Outstanding Performance in the delivery of core mandates of the university. As a VSU employee, she is designated as UERC chair and facilitated a training on PHREB. She was able to train several faculty members as representatives of departments and Colleges in VSU. As a teacher, she was able to conduct seminars to some BSN and Education students and faculty member on how to develop and conduct quantitative and qualitative research. She also develops MSN program for nurses. In addition, she has several research and research engagements with state and universities in the Philippines and abroad. Dr. De Los Santos' significant contribution through publication is duly noted in the realization of this year's college target.

Aim(s):

1. To spearhead in coaching other faculty members on developing and conducting research.
2. Encouraged to develop research proposals for endorsement involving other faculty members

Date: February 2023

Target Date: 3rd to 4th quarter of 2023

Proposed Interventions to Improve Performance:

First Step:

- Encouraged to develop a training design for the VSU-CoN faculty members re: crafting winnable research proposals.

Results:

- Planning on conducting training on research proposal making

Next Step:

- Finalization on the training design.

Final Step/Recommendation:

- To finalize MSN program based from the TWGs comments and suggestions.
- To conduct in-house training to VSU faculty members

Prepared by:



MICHELLE C. TOLIBAS
Dean

Conforme:



JANET ALEXIS A. DE LOS SANTOS
Faculty