SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Moises Neil V. Seriño**

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2 x 3)
1. Instruction			
a. Head/Dean (50%)		2.46	
b. Students (50%)		2.34	
TOTAL INSTRUCTION	50%	4.8	2.40
2. Research	20%	5.00	1.00
3. Extension	15%	4.96	0.74
4. Support Operations	5%	5.00	0.25
5. Gen. Admin & Support Services	10%	5.00	0.50
TOTAL			4.89

EQUIVALENT NUMERAL RATINGS: 4.89
Add: Additional Points, if ny: _____
TOTAL NUMERICAL RATING: 4.89

ADJECTIVAL RATING: **Outstanding**

Prepared by:

MOISES NEIL V. SERIÑO
Name of Faculty

Reviewed by:

MARIA HAZEL I. BELLEZAS
Department Head

Recommending Approval:

MOISES NEIL V. SERIÑO
Dean, CME

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MOISES NEIL V. SERIÑO**, a faculty member of the _DEPARTMENT OF ECONOMICS_ commit to the deliver and agree to be rated on the attainment of the following nt of the following targets in accordance with the indicated measures for the period January-December 2021.

Approved:

MOISES NEIL V. SERIÑO
Associate Professor
Date:

MARIA HAZEL I. BELLEZAS
Department Head
Date:

MOISES NEIL V. SERINO
College Dean
Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (July-Dec. 2021) Accumulated	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	8	6.34	4	4	4	4.00	AGEC 211
	PI 8: Number of graduate students advised *	**A2**. Number of students advised	Acts as academic adviser to graduate students	1	4	5	5	5	5.00	
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	3	5	5	5	5.00	
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	4	5	5	5	5.00	
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	9	5	5	5	5.00	

PI	Activity	Description							Remarks
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	1	2	5	5	5	5.00	
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	4	5	5	5	5.00	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	4	4.5	4.5	4.5	4.50	
	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 Moddle or Google Classroom	1	4	5	5	5	5.00	
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		2	5	5	5	5.00	
	Prepares for document for accreditation			2	5	5	5	5.00	LAMP, DEVSOC
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	2	2.85	5	5	5	5.00	
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	2	5	5	5	5.00	
	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		4	5	5	5	5.00	

	PI	Activity	Description						
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	5	5	5	5	5.00
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught						
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab						
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required		3	5	5	5	5.00
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	2	4	5	5	5	5.00
		A17. Number of students advised on thesis/ field practice/special problem:							
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript		2	5	5	5	5.00
		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	2	18	5	5	5	5.00
	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 related activities	1	2	5	5	5	5.00
	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	1	2	5	5	5	5.00

		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	1	7	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	3	5	5	5	5.00	
		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 virtual classroom using either Moddle or Google Classroom	1	2	5	5	5	5.00	
	PI 11. Additional outputs	**A 25**. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU		1	5	5	4	4.67	
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal		1	5	5	4	4.67	
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 industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	2	6	5	5	5	5.00	
	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	1	1	5	5	4	4.67	
	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							

PI	Activity	Description							Remarks
		In refereed int'l journals		3	7	5	5	5	5.00	Human Behavior, Development & Society Energy & Environment
		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 *									
		In int'l fora/conferences		1	3	5	5	5	5.00	PAEDA International Conference UPLB Conference
		In nat'l/regional fora/conferences			1	5	5	4	4.67	RDE
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			2	5	5	5	5.00	DOST- PCIEERD
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by				2	5	5	5	5.00	Science Com, Nat. Res. Conf.
	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		2	5	5	5	5	5.00	ATR Phil Journal of Science ReSERDS ITMJ
	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		1	2	5	5	5	5.00	Coping study
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		1	4	5	5	5	5.00	DOST-PCAARRD DOST-PCIEERD UM Indonesia
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		30	150	5	5	5	5.00	

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	1	2	5	5	4	4.67	
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	80%	90%	5	5	5	5.00	
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*		1	3	5	5	5	5.00	Community of Practice
Peer reviewers/Panelists	*Peer reviewers/Panelists*		2	4	5	5	5	5.00	USTP Conf, CSU
Resource Persons	*Resource Persons*			2	5	5	5	5.00	
Convenor/Organizer	*Convenor/Organizer*		1	2	5	5	5	5.00	PAEDA, ViSERDAC
Consultancy	*Consultant*								
Evaluator	*Evaluator*			2	5	5	5	5.00	USTP Conference
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	1	1	5	5	4	4.67	
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		3	5	5	5	5.00	Online training, workshops

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

PI	A	Description	Target	Actual				Rating	Remarks
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 theQMS 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	zero NC	zero NC	5	5	5	5.00	
	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	100%	5	5	5	5.00	
	On program accreditations			2	5	5	5	5.00	LAM accreditation/DevSco - Internal Evaluator
	On institutional accreditations								

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

PI	A	Description	Target	Actual				Rating	Remarks
PI 2. Zero percent complaint from clients served	**A 46**. Customerly friendly frontline services	Provides customer friendly frontline services to clients	zero complaint	zero complaint	5	5	5	5.00	
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 performfing functions resulting to best practice							
	A 48.Other outputs implementing the new normal due to covid 19	Execom Meetings	8	12	5	5	5	5.00	
Total Over-all Rating								251.50	
Average Rating								4.93	
Adjectival Rating								O	

Comments & recommendations for Development Purpose.:

Further enhance the involvement of faculty in research and extension as part of your mentioring activity

Evaluated & Rated by:

MARIA HAZEL I. BELLEZAS
Department Head
Date:

Recommending Approval

MOISES NEIL V. SERINO
Dean, CME
Date:

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
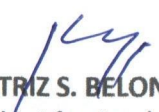Date: 2 14 22

PERFORMANCE MONITORING FORM

Name of Employee: **Moises Neil V. Seriño**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date of Completion	Quality of Output*	Overall Assessment of Output**	Remarks/ Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and return to students one week after, submit grades within the prescribed period, make herself available for students during consultation hours, revises course syllabus	Very satisfactory	Aug. 2021	Dec. 2021	Dec. 2021	Very impressive	Outstanding	
2	Prepares instructional module/e-learning materials for online classes	Outstanding	July 2021	Dec. 2021	Dec. 24, 2021	Very Impressive	Very Satisfactory	
3	Attends meetings, online/virtual webinars/google meet and performs functions as chairman/member of different committee of the university, college and of the department	Outstanding	July 2021	Dec. 2021	Dec. 24, 2021	Impressive	Outstanding	
4	Spearheads in the implementation of programs and plans/activities of the college	Outstanding	July 2021	Dec. 2021	Dec. 24, 2021	Very impressive	Outstanding	
4	Performs administrative function as dean of the college	Outstanding	July 2021	Dec. 2021	Dec. 24, 2021	Impressive	Outstanding	

*Either very impressive, impressive, needs improvement, poor, very poor

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee   :   MOISES NEIL V. SERINO
Performance Rating   :   Outstanding

Aim: To enhance the linkages of CME for academic collaborations

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2021   Target Date: Sept. 2021

First Step:

 Discuss potential partnership with universities in the ASEAN.

Result:

Forage collaboration with Universitas Negeri, Malang, Indonesia.

Date: Oct. 2021   Target Date: Dec. 2021

Next Step:

Develop collaborative research works with partner SUCs.

Outcome:

Improve academic collaborations with universities in the ASEAN.

Recommendation:

Implement collaborative research projects contributing to the internationalization plan of the university.

Prepared by:

BEATRIZ S. BELONIAS
VP, Academic Affairs

Conforme:

MOISES NEIL V. SERINO
 Ratee