

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JULISSAH C. EVANGELIO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
Head/Dean (50%)		5.0 x50%= 2.5	
Students (50%)		4.67x50%= 2.335	
Total for Instruction	75%	4.835	3.626
2. Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research	20%	4.89	0.978
3. Extension			
Client/Dir. for Extension (50%)			
Dept Head/Center Director (50%)			
Total for Extension	5%	5.00	0.25
4. Administration			
5. Production			
TOTAL	100%		4.854

EQUIVALENT NUMERICAL RATING: 4.854
Add: Additional Points, if any: none
TOTAL NUMERICAL RATING: 4.854

ADJECTIVAL RATING: OUTSTANDING

JULISSAH C. EVANGELIO
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, Julissah C. Evangelio, 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 to December 2022.

JULISSAH C. EVANGELIO
Assistant Professor IV
Date: Jan. 10, 2023

Approved: ma
ANALYN M. MAZO
Department Head
Date: 1/24/2023

mtplncto
MA. THERESA P. 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 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	1	1	5	5	5	5.00	Academic advisee entertained to change her GAC and transfer her to another adviser

	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 Moddle 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	20	21.05	5	5	5	5.00	Biol 183n Lec, and lab, MarB 113 lec and lab, Zool 11 lec and lab
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	5	5	5	5	5.00	1 gradesheet for Biol 200 during the summer; 2 sections for Zool 11 midterm grade, 1 Biol 183n midterm grade, 1 MarB 113 midterm grade

		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	Attended the mandatory orientation and re-orientation of academic advisers, department enrollment focal persons, and college hotline agents held last August 25, 22; Attended the VSU Faculty Onboarding for 1st Semester AY 2022-2023 last Sept. 5-7, 2022
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6 (if per exam)	3	5	5	5	5.00	For 1st Semester AY2022-2023: 1 for Biol 183n, 1 for MarB 113, 1 for Zool 11 (2 sections). The rest are already accomplished from Jan-June 2022
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	35 (if per quiz/assessments)	27	5	5	5	5.00	Quizzes for Zool 11 Lecture (2 sections), Quizzes for Zool 11 Lab, Biol 183n Lec Quizzes, Quizzes for MarB 113 Lec,
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	11	11	5	5	5	5.00	Zool 11 Lab reports (4), Biol 183n Lab reports (3), MarB 113 Lab Reports (4)
	PI8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	20	26	5	5	5	5.00	Academic Advisees for BS Marine Biology 4th Year Students and shiftaes
		A17. Number of students advised on thesis/ field practice/special problem:								
		As Thesis Adviser		5	7	5	5	5	5.00	As thesis adviser for 4th year BS Marine Biology (3) AY 2022-2023 and 3 OS BS Biology major in Marine Biology and 1 BS Biology major in Zoology students
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	Accomplished during first semester					No outline has been submitted yet for AY 2022-2023

		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	Accomplished during first semester					No outline has been submitted yet for AY 2022-2023
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	63	5	5	5	5.00	Entertains students 56 consulting on subject taught, 7 advisees thesis consultation and concerns with grades
	PI 9 : Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	OBioS Adviser for AY 2021-2022
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	Assists OBioS students in their organization's activities specifically on the donation drive during Tropical Storm Agaton
	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	3	5	5	5	5.00	Online materials for Biol 183n Lec and Lab, MarB 113 Lec and Lab, and Zool 11 Lec and Lab
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	20	5	5	5	5.00	Prepares Powerpoint Presentation for Biol 183n Lec, MarB 113n Lec, Zool 11 Lec, and Pre-lab presentation for Biol 183n Lab, MarB 113 Lab, and Zool 11 Lab
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	30	34	5	5	5	5.00	Prepares learning tasks, quizzes, exams Biol 183n, MarB 113, Zool 11, Midterm Practical Exam for Zool 11
		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	3	5	5	5	5.00	Virtual Classroom for Ecol 21n Lec, Ecol 21n Lab and Ecol 21 Lab
	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	1	1	5	5	5	5.00	Task Force Leader for Area II - Performance of Graduates
		Agency/firm/Industry linkages (Department Student Internship Coordinator)	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	1	5	5	5	5.00	Contacted and coordinates possible host training institutes or host training establishments for BS Marine Biology OJT student as the Department SIP Coordinator for Marine Biology
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
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							
		<i>In refereed int'l journals</i>		1	1	5	5	4	4.67	<i>Sargassum</i> paper in final stages for submission to either Botanica Marina or Aquatic Botany
		<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>								

		In nat'l/regional fora/conferences		1	2	5	5	5	5.00	CHED DARE-TO Marine Biodiversity Project presented during FIMFS 54th Convention; Succesion of Macroinvertebrates in Artificial Reefs presented during the NRCP Convention
	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	2	5	5	5	5.00	TrEcH Project approved for internationalization, NRCP RD-Lead Project also approves
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		1	1					CHED-DARE TO Marine Biodiversity Project awarded as Best Paper during the RDE Level II Review
		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							
		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	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	1	5	5	5	5.00	Had an active link and partnership with LGUs of the 5th District of Leyte for the CRM project.
	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	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects							
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in	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							
	<i>Research Mentoring</i>	<i>Research Mentor</i>								
	<i>Peer</i>	<i>Peer reviewers/Panelists</i>								
	<i>Resource Persons</i>	<i>Resource Persons</i>		1	1	5	5	5	5.00	Invited speaker at the Department of Biomedical Sciences and Environmental Biology, College of Life Sciences, Kaohsiung Medical University
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>		1	1	5	5	5	5.00	Organized a Short Course on Freshwater Biomonitoring through NRCP RD Lead Project
	<i>Consultancy</i>	<i>Consultant</i>								
	<i>Evaluator</i>	<i>Evaluator</i>								
	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 (extrn. 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	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							
		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							

	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							119.67	
	Average Rating							4.99	
	Adjectival Rating							Outstanding	

Comments & Recommendation for Development Purpose: Very dependable especially when assigned to important tasks. Needs to consider pursuing graduate studies.

Evaluated & Rated by:

ANALYN M. MAZO
Head, DBS
Date: 1/24/2023

Recommending Approval

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

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 1/24/2023

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Julissah C. Evangelio
Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2023 Target Date: December 2023

First Step:

Look for possible graduate scholarships

Result:

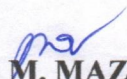
Date: June 2022 Target Date: August 2022

Next Step:


Outcome:

Final Step/Recommendation:

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


JULISSAH C. EVANGELIO
Assistant Professor