


## 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%)		4.61x50% = 2.305	
Students (50%)		4.0x50%= 2.0	
Total for Instruction	100%	4.305	4.305
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%		4.305


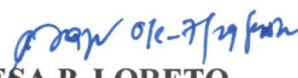
EQUIVALENT NUMERICAL RATING: 4.305  
 Add: Additional Points, if any: none  
 TOTAL NUMERICAL RATING: 4.305

ADJECTIVAL RATING: VERY SATISFACTORY

  
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)

I, 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-December 2021.

**TED DOMINIQUE S. BELONIAS**

Instructor I

Date: 7/25/2022

Approved:

**ANALYN M. MAZO**

Department Head

Date: 7/26/2022

**MA. THERESA P. LORETO**

College Dean

Date: 7/28/2022

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	20.71	20.71	5	4	4	4.33	ScTS11 (5 sections), Biol 127n (2nd Half)	
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	6	5	4	4	4.33	ScTS11 (5 sections), Biol 127n (2nd Half)	
	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								
	A12. Number of trainings attended related to instruction	Attend mandated trainings								
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	6	5	4	5	4.67	ScTS11 (Midterm, Special Midterm, Finals), Biol 127n (Long Lec Exam, Final Lec Exam, Final Lab Exam,	

		<b>A14</b> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	4	5	5	5	5.00	Biol 127n (4 lab reports for 2nd half)
		<b>A15</b> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	4	4	5	5	5	5.00	Biol 127n (4 lab reports for 2nd half)
	<b>PI 8</b> : Number of students advised: *	<b>A16</b> . Number of students advised:	Acts as academic adviser to students							
		<b>A17</b> . Number of students advised on thesis/ field practice/special problem:		1	1	5	4	4	4.33	Elsie Nifa Paulo
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00	Emmanuel Ramos
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades							
	<b>PI 9</b> : Number of student organizations advised/ assisted *	<b>A19</b> . Number of Student organizations advised	Advises student organizations recognized by USOO							
		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student							
	<b>PI 10</b> : Number of instructional materials developed *	<b>A 21</b> : 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	24	24	5	4	4	4.33	ScTS11 (5 lec) (8 Lessons (Each with 1LT&Assesment), Biol 127n (1-lec & lab) (8 topics for 2nd half)
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	16	16	5	4	4	4.33	ScTS11 (8 lessons), Biol 127n (8 topics for the 2nd half of the sem)



		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	8	5	4	4	4.33	ScTS11 (8 lessons), Biol 127n (8 topics for the 2nd half of the sem)
		A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were 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	2	2	5	5	5	5.00	ScTS11, Biol 127n
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:		2	2	5	5	5	5.00	Marb15 revision, Botn 141n revisiton
		Program accreditation/evaluation	Prepares documents and /or							
		Agency/firm/Industry linkages	Coordinates with potential firms							
		A 26. Other outputs implementing	Designs experiential learning							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	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	0					Waiting for the aproval of apointment for the "BIODIVERSITY ENHANCEMENT AND MAINTENANCE OF RAINFORESTATION: TECHNO-DEMO AND LEARNING SITE"
	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	1	0					Journal got withdrawn due to publication (takes to long to respond)
	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	1	0					Journal got withdrawn due to publication (takes to long to respond)
		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								

	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by								
		<b>A 33.</b> 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	0					Journal got withdrawn due to publication (takes to long to respond)
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
<b>Total Over-all Rating</b>									37.67	
<b>Average Rating</b>									4.61	
<b>Adjectival Rating</b>									Outstanding	

**Comments & Recommendations for Development**  
**Purpose:** More research involvement

Evaluated & Rated by:

*ANALYN M. MAZO*  
 Head, DBS  
 Date: *7/26/22*

Recommending Approval

*MA. THERESA P. LORETO*  
 Dean, CAS  
 Date: *7/26/2022*

Approved by:

*BEATRIZ S. BELONIAS*  
 Vice President for Academic Affairs  
 Date: *7-28-22*

## EMPLOYEE DEVELOPMENT PLAN

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

Aim: To conduct research

Proposed Interventions to Improve Performance: Attend workshops on proposal writing and submit developed proposal for funding

Date: January 2022 Target Date: December 2022

First Step:

Attend proposal writing workshops sponsored by the university or other agencies

Result:

Develop proposal

Date: Jan 2022 Target Date: December 2022

Next Step:

Submit proposal to funding agency


Outcome:

Final Step/Recommendation:

Prepared by:

  
**ANALYN M. MAZO**  
Unit Head

Conforme:

  
**TED DOMINIQUE S. BELONIAS**  
Instructor