

## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: RIS MENOEL R. MODINA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.87 x50% = 2.435	
b. Students (50%)		4.00x50%= 2.00	
Total for Instruction	95%	4.435	4.213
2. Research			
a. Client/Dir. For Rscarch (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	5.00	0.5
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL	100%		4.713

EQUIVALENT NUMERICAL RATING: 4.713  
 Add: Additional Points, if any: none  
 TOTAL NUMERICAL RATING: 4.713

ADJECTIVAL RATING: **Oustanding**

**RIS MENOEL R. MODINA**  
 Name of Faculty

**ANALYN M. MAZO**  
 Department Head

Recommending Approval:

**MA. THERESA P. LORETO**  
 Dean/Director

Approved:

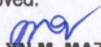
**BEATRIZ S. BELONIAS**  
 Vice President

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

"Exhibit B"

I, **Ris Menoel R. Modina**, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period Jul-Dec 2022

**RIS MENOEL R. MODINA**  
Assistant Professor IV  
Date: Jan. 10, 2023

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

  
**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
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE	A1. Actual Faculty's FTE	Handles subjects/courses							
	PI 8: Number of graduate students	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3. Number of students								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4. Number of students	Entertains students							
	PI 9: Number of	A5. Number of on-line ready								
		On-line ready courseware								
		Supplemental learning								
		Assessment tools								
		A 6 : Number of on-line course								
		A 7 : Number of virtual								
	PI 10. Additional	A 8. Other outputs								
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE,	A9. Actual Faculty's FTE	Handles and teaches	10	22.15	5	4	5	4.67	Handled Zool 11
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline							

		<b>A12 . Number of trainings</b>	Attend mandated							
		<b>A13 . Number of long examinations administered and checked</b>	Administers and checks long examination for subjects taught	4	4	5	5	5	5.00	Administered and checked long exams on subjects assigned
		<b>A14 . Number of quizzes administered and checked</b>	Prepares and checks quizzes for lec and lab	10	20	5	5	5	5.00	Prepared and checked quizzes for lec on subjects assigned
		<b>A15 . Number of lab reports and term papers checked and graded</b>	Checks lab reports and term papers submitted as required	5	5	5	5	4	4.67	Checks lab reports for Biol 127n, Biol 127s, BIOL227
	<b>PI 8: Number of</b>	<b>A16. Number of students</b>	<i>Acts as academic</i>	25	33	5	5	5	5.00	Assigned as
		<b>A17 . Number of students advised on thesis/ field practice/special problem:</b>		2	6	5	5	5	5.00	advised on thesis matters
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	2	2	5	5	5	5.00	Assigned as SRC chairman to 1 student
		<i>As SRC Member</i>	Advises and corrects	2	2	5	5	5	5.00	Assigned as SRC
		<b>A18 . Number of students</b>	Entertains students	20	70	5	5	5	5.00	Consulation
	<b>PI 9: Number of</b>	<b>A19 . Number of Student</b>	<i>Advises student</i>							
		<b>A20 . Number of Student</b>	<i>Assists student</i>							
	<b>PI 10: Number of instructional materials developed *</b>	<b>A 21 : Number of on-line course ware developed and submitted :</b>	Prepares and submits for review by the Technical Review Panel							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	2	3	4	4	4	4.00	Online courseware on Subjects taught

		Supplemental learning resource	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	20	5	5	5	5.00	Prepared Power Point presentation, video recordings, reading assignments
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	20	5	5	5	5.00	Prepared short and long quizzes, long exam, learning tasks, and assignments
		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 Moodle or Google Classroom	1	4	5	5	5	5.00	Virtual classroom via Moodle on subjects taught
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional							
		Agency/firm/Industry linkages	Coordinates with							
		A 26. Other outputs	Designs experiential							
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of	A27. Number of research	Conducts research for	2	5	5	5	5	5.00	1) Understanding the
	PI 2. Number of research outputs completed within the	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year							

	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> 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	5	5.00	One of the authots for a submitted paper to Journal of Wildlife and Biodiversity entitled "A detailed assessment of
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences	1	1	5	5	5	5.00	Oral presenter during the International Conference on Long Tailed Macaques
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of	<b>A 31.</b> Percentage of of	Prepares research							
	<b>PI 6.</b> Additional	<b>A 32.</b> No. of research-related								
		<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							

		<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>PI 8.</b> 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*	<b>A 44.</b> 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		zero non-conformity				
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the		100% compliant				
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>									
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint				
	<b>Total Over-all Rating</b>							68.33	
	<b>Average Rating</b>							4.88	
	<b>Adjectival Rating</b>							Outstanding	
<b>Comments and Recommendations for Development Purpose:</b> Performed well in research. May consider attending more trainings on vertebrate physiology									

Evaluated & Rated by:

ANALYN M. MAZO  
Department 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: Ris Menoel R. Modina  
Performance Rating: Outstanding

Aim: Pursue graduate studies

Proposed Interventions to Improve Performance:

Date: June 2021      Target Date: August 2022

First Step:

Pursue graduate program based on the FDP

Result:

To pursue PhD Zoology specializing in vertebrate physio

Date: July 2023      Target Date: December 2023

Next Step:

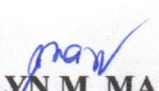
Look for possible University

Outcome:


Final Step/Recommendation:

Look for possible scholarship

Prepared by:

  
**ANALYN M. MAZO**  
Unit Head

Conforme:

  
**RIS MENOEL R. MODINA**  
Assistant Prof. II