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%)		4.93x100% = 4.93	
Students (50%)			
Total for Instruction	80%	4.67	3.73
2. Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research	10%	5	0.50
3. Extension			
Client/Dir. For Extension (50%)			
Dept Head/Center Director (50%)			
Total for Extension	10%	5	0.50
4. Administration			
5. Production			
TOTAL	100%		~~4.83~~ 4.73 ~~4.73~~

EQUIVALENT NUMERICAL RATING: ~~4.83~~ 4.73
Add: Additional Points, if any: none
TOTAL NUMERICAL RATING: ~~4.83~~ 4.73

ADJECTIVAL RATING: **OUTSTANDING**

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

Visayas State University
DEPARTMENT OF BIOLOGICAL SCIENCES
Visca, Baybay City, Leyte
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, Ted Dominique S. Belonias, DBS faculty member, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of July to December, 2020.

TED DOMINIQUE S. BELONIAS
Instructor I
Date: March 1, 2021

ANALYN M. MAZO
Head
Date: March 5, 2021

MA. TRHERESA P. LORETO
College Dean
Date: 16 March 2021

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
UMFO	**1: Advanced Education Services**									
DBS MFO 1. Graduate Degree Program										
		PI 1: Number of graduate degree specializations								
		PI 2: Total FTE monitored								
		PI 4: Other accomplishments								
		Number of proposed graduate degree								
DBS MFO 2. Graduate Student										
		PI 1: Number of graduate students advised								
UMFO 2. Higher Education Services										
DBS MFO 1. Curriculum Program										
		PI 1: Total FTE monitored	To handle Botn 21	33.60	33.60					
		PI 2: Number of curricular program compliant to								
		PI 3: Average passing percentage in licensure								
		PI 4: Number of academe/industry linkage								
		PI 8: Number of students advised for their								
		PI 9: Number of student organizations advised								
		PI 10: Number of instructional materials	To make lecture	2	2	5	5	4	4.67	
		PI 11: Number of OBE compliant syllabus	To make OBE	2	2					
		PI 12: Additional outputs								
		Number of awards/recognitions received by								
DBS MFO 3. RESEARCH										
		PI 1: Number of published papers in								
		PI 2: Number of research outputs presented in local/regional/national /international fora/conferences	To present scientific poster in 2020 ASTHRDP Scholar's	1	1	5	5	5	5.00	
		PI 3. Number of research project/study conducted and/or completed on schedule								

	PI 5: Number of researchproject proposals								
	PI 6: Amount of money generated outside VSU								
	PI 8: Amount of money generated from								
	PI 9: Additional outputs	To conduct webinar on "Discord as a Communication Tool" with RJToringJr on Oct. 12, 2020	1	1	5	5	5	5.00	
	Number of research related awards (research								
	Number of research articles submitted for								
DBS MFO 4. Extension services									
	PI 1: Number of technical/expert services								
	PI 2: Number of extension projects/components								
	PI 6: Additional Outputs								
	Number of clientele served for identification of								
	Number articles reviewed for peer-reviewed								
	Number of scientific fora attended as speaker/resource person	To attend "WSSP Virtual General Assembly" on July 15, 2020 and "2020 ASTHRDP Scholar's Conference" on September 26-27, 2020	2	2	5	5	5	5.00	
	Number of seminars/workshops/trainings attended	To attend: "REMOTE: The Connected Faculty Summit" on July 13-14, 2020; "DBS Moodle Faculty Training" on September 17, 2020; "Discord as a Communication Tool" on Oct. 12, 2020; "Webinar or TOS and Item Test Analysis" on November 12, 2020; "ISO 9001:2015 Awareness/Reawareness Webinar" on November 27, 2020	5	5	5	5	5	5.00	
DBS MFO 5. Support to operation									
	OVPI MFO 1 Faculty Development Services								
	PI 5: % of Presentation made for the Level III								
DBS MFO 6: General Admninistration and Support									

PI 1: Zero complaints from clients											
PI 2: Additional outputs											
Number of management meetings attended											
Number of management meetings conducted											
Number of recommendations made for the											
Number of requests made for approval by the											
Number of Purchase requests made for											
Number of job/letter requests made for the											
PI 7: Number of well maintained											
Number of well maintained comfort rooms for											
Percent of laboratory specimens properly											
Number of exam papers properly memeographed											
Number of laboratory/lecture guides reproduced											
Number of documents acted upon promptly											
Total Over-all Rating									24.67		
Average Rating									4.93		
Adjectival Rating								Oustanding			

Comments and Recommendations for Development Purpose:
He can start advising students for their thesis and involve himself in research.

Evaluated and Rated by:

ANALYN M. MAZO
Department Head
Date: March 5, 2021

Reccomending Approval:

MA. THERESA P. LORETO
College Dean
Date: 16 Mar 2021

Approved:

BEATRIZ S. BELONIAS
VP for Aacdemic Affairs
Date: 3/17/21

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

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

Aim: To conduct research

Proposed Interventions to Improve Performance: Develop research proposal

Date: Jan 2020   Target Date: December 2020

First Step: Develop a research proposal

Result:
Draft research proposal developed

Date: Jan 2021   Target Date: December 2021

Next Step:
Look for possible funding agency

Outcome:

Funding agency identified and proposal revised accordingly

Final Step/Recommendation:

Submit research proposal to possible funding and implementation

Prepared by:

ANALYN M. MAZO
Unit Head

Conforme:

TED DOMINIQUE S. BELONIAS
Instructor