# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: _BEATRIZ S. BELONIAS_

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x%) (3) | Equivalent Numerical Rating (2x3) |
|---|---|---|---|
| 1. Instruction | | 15 | 0.67 |
|    a. Head/Dean (50%) | 4.97 | 50 | 2.49 |
|    b. Students (50%) | 4.00 | 50 | 2.00 |
|    TOTAL for Instruction | | | 4.96 |
| 2. Research | 4.87 | 25 | 1.22 |
| 3. Extension | 4.83 | 5 | 0.24 |
| 4. Administration | 4.96 | 55 | 2.73 |
| **TOTAL** | | | **4.86** |

EQUIVALENT NUMERICAL RATING:     **4.86**
Add: Additional Points, if any:     _____
TOTAL NUMERICAL RATING:     _____
FINAL NUMERICAL RATING     _____

ADJECTIVAL RATING:     **OUTSTANDING**

Prepared by:

**BEATRIZ S. BELONIAS**
Name of Faculty

Reviewed by:

**ANALYN M. MAZO**
Department Head

Approved:

**EDGARDO E. TULIN**
President

Visayas State University
# INSTRUCTION
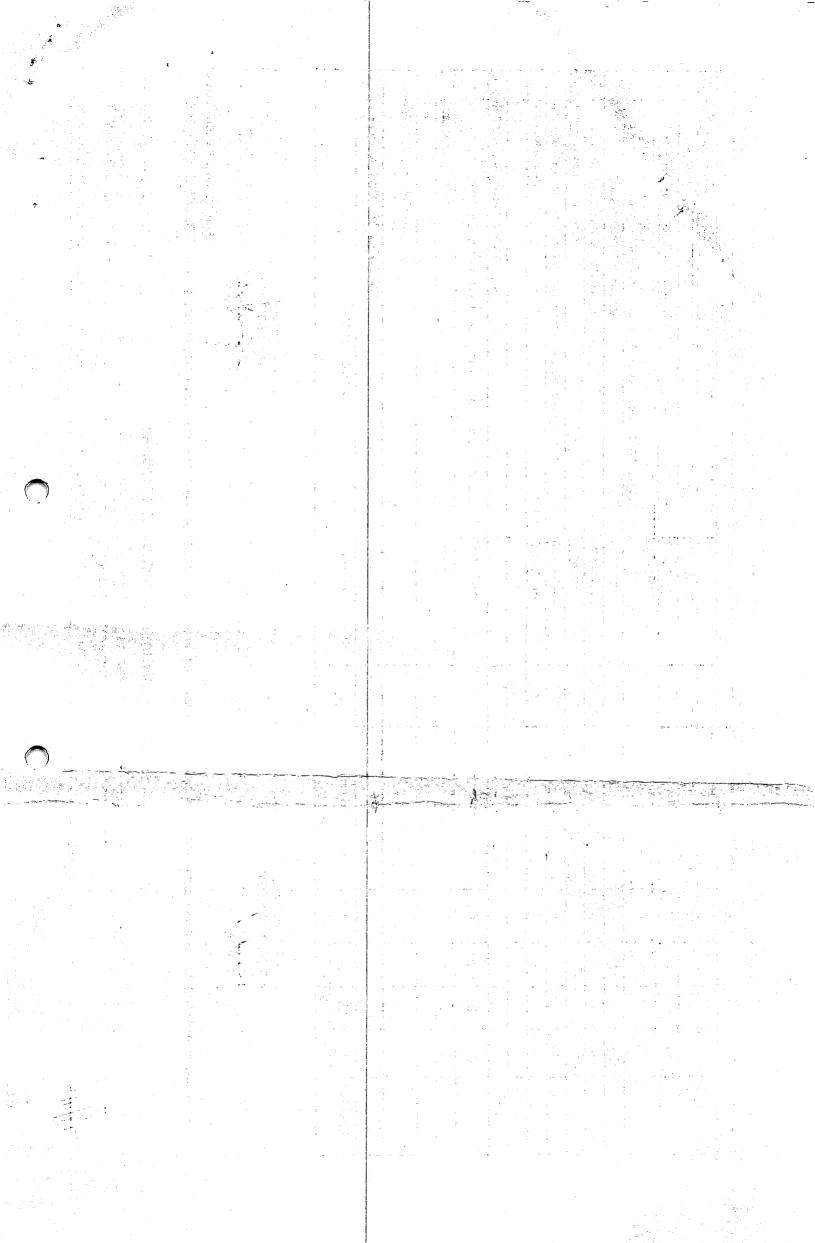Visca, Baybay City, Leyte

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, **BEATRIZ S. BELONIAS, Vice President for Instruction,** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>June to December 2018.</u>
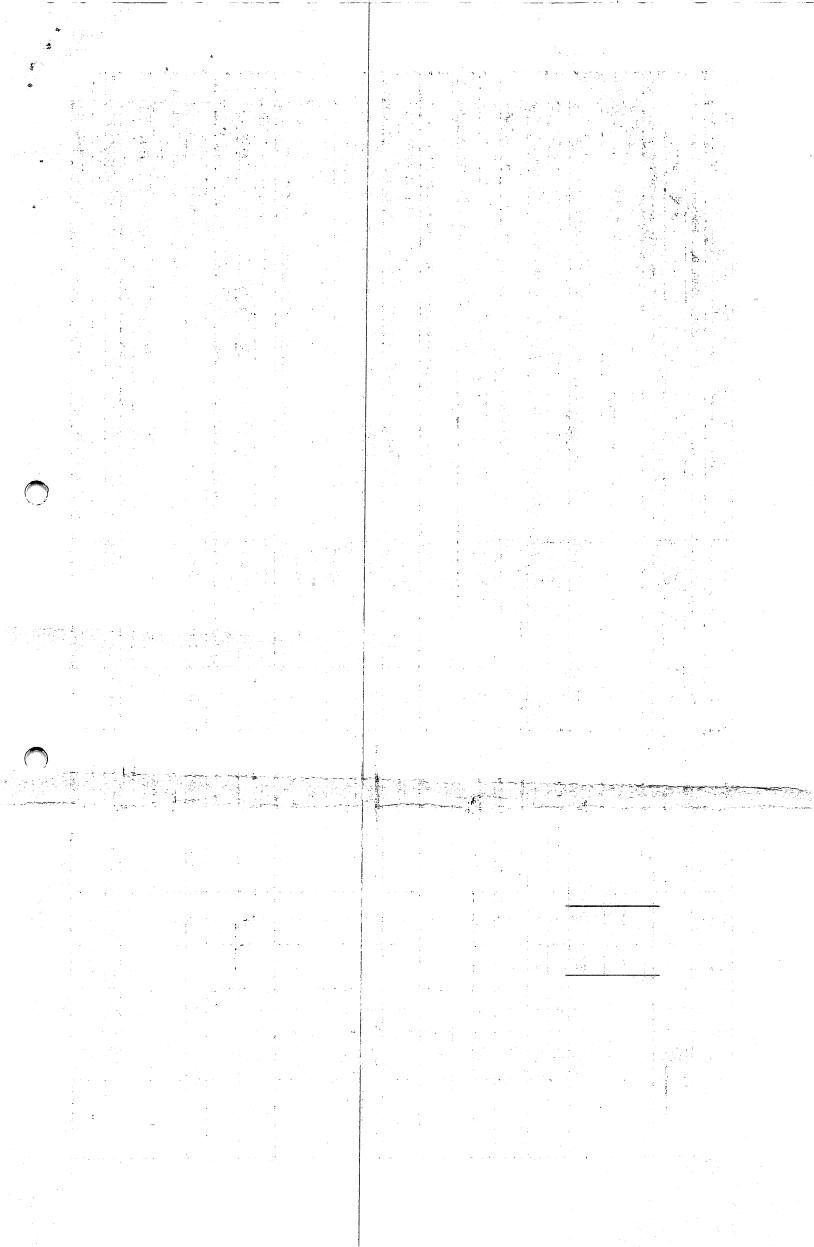
**EDGARDO E. TULIN**
President

**BEATRIZ S. BELONIAS**
VP for Instruction

| Success Indicators | Responsible Units | Target | Actual Accomplishments | Rating | | | | REMARKS |
|---|---|---|---|---|---|---|---|---|
| | | | | Q1 | E2 | T3 | A4 | |
| **DEPARTMENT OF BIOLOGICAL SCIENCES** | | | | | | | | |
| **DBS MFO 1: Higher Education Services** | | | | | | | | |
| FTE: | | | | | | | | |
| Undergraduate Courses | BSBelonias | 3 | 15.00 | 5 | 5 | 5 | 5 | |
| No. of undergraduate students served as thesis adviser/SRC chairman or member | BSBelonias | 2 | 5 | 5 | 5 | 5 | 5 | |
| **DBS MFO 2: Advanced Education Services** | | | | | | | | |
| FTE : | | | | | | | | |
| Graduate courses | BSBelonias | 2 | 7 | 5 | 5 | 5 | 5 | |
| No. of graduate students served as major adviser/GAC Chairman/Member | BSBelonias | 0 | 1 | 5 | 5 | 5 | 5 | |
| **DBS MFO 3: Research services** | BSBelonias | | | | | | | |
| Amount of research funds/resources obtained | BSBelonias | 100,000 | 172000.00 | 5 | 5 | 5 | 5 | |
| No. of project reports prepared and submitted | BSBelonias | 1 | 2 | 5 | 4.8 | 4.8 | 4.76 | |
| No. of scientific articles reviewed /edited (as reviewer and associate editor of ATR) | BSBelonias | 1 | 4 | 5 | 4.8 | 4.5 | 4.76 | |
| No. of research projects /studies conducted/involved | BSBelonias | 1 | 2 as project leader, 2 as study lead | 5 | 4.8 | 4.8 | 4.8 | |
| No. of articles submitted for publication | BSBelonias | 1 | 3 | 5 | 5 | 5 | 5 | |
| **DBS MFO 4: Extension services** | | | | | | | | |

| No. of clients seeking expert services as subject matter specialist ( plant identification) | BSBelonias, | 4 | 11 | 5 | 4.5 | 5 | 4.83 | |
|---|---|---|---|---|---|---|---|---|
| No. of extension projects conducted | BSBelonias, | 1 | 1.00% | 5 | 5 | 5 | 4.83 | |

## OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION

**OVPI MFO 1.  Higher Education Services**

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| PI 1:  Total FTE monitored | OVPI, Department | 20 | 27.28 | 5 | 5 | 5 | 5.00 | |
| PI 2:  Number of new undergraduate curricular program compliant to CMO, approved and offered | OVPI, Department, Univ. Curriculum Committee | NA | NA | | | | | |
| PI 3:  Number of existing curriculum proposal subjected to evaluation and compliant to CMO | OVPI, Department, University Curriculum | 0 | 27 | 5 | 5 | 5 | 5.00 | |
| *Number of curriculum programs subjected to regional evaluation* | OVPI, Department, University Curriculum Committee | | 18 | 5 | 5 | 5 | 5.00 | |
| *Number of curriculum programs applying for Certificate of Program Compliance (COPC)* | OVPI, Department, University Curriculum | | 3 | 5 | 5 | 5 | 5.00 | |
| PI 4:  Percentage increase in number of undergraduate students enrolled | OVPI, Registrar, College, | 0% | 0.00% | 5 | 5 | 5 | 5.00 | |
| PI 5:  Percentage increase in the number of undergraduate students who graduated within prescribed period | OVPI, Registrar, College, Department | 10% | 33.00% | 5 | 5 | 5 | 5.00 | |
| PI 6:  Percentage passing of students in licensure board examination over the national passing | OVPI, Department, Registrar, URC | 141% | 138% | 4 | 5 | 5 | 4.67 | |

**OVPI MFO 2.  Student Management Services**

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| PI 1:  Percentage increase of  students enrolled in different degree programs | OVPI, Department, | 0% | 0.00% | 5 | 5 | 5 | 5.00 | |
| PI 2:  Number of  students awarded with scholarship/fellowship/grants/assistantships | OVPI, Department, Registrar, USSO, Units | 1100 | 1260 | 5 | 5 | 5 | 5.00 | |
| PI 3:  Number of  graduates gainfully employed in jobs related to their undergraduate | OVPI, Department, | 180 | 230 | 5 | 5 | 5 | 5.00 | |
| PI 4:  Number of  students availing of dormitory facilities | OVPI, USSO | 1800 | 1800 | 4 | 5 | 5 | 4.67 | |
| PI 5:  Number of undergraduate students awarded with honors/distinction | OVPI, Department, | 250 | 703 | 5 | 5 | 5 | 5.00 | |
| | | | | | | | | |

*UMFO 5.  Support to Operations (STO)*

**OVPI MFO 1.  Faculty Development Services**

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| PI 1:  Number of  faculty pursuing advanced research degree programs facilitated, monitored and assisted | OVPI, ODAHRD, SFAC, Department | 20 | 86 | 5 | 5 | 5 | 5.00 | |
| PI 2:  Number of  faculty availing of scholarships | | 20 | 50 | | | | | |
| VSU Fellowship/Financial Assitantship | | | 136 | | | | | |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| National | | | 85 | | | | |
| International | | | 10 | | | | |
| PI 3: Number of faculty sent for trainings, seminars, conferences | | 15 | 123 | 5 | 5 | 5 | 5.00 |
| Local | | | 1 | | | | |
| Regional | | | 26 | | | | |
| National | | | 46 | | | | |
| International | | | 50 | | | | |

**OVPI MFO 2. Faculty Recruitment/Hiring Services**

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| PI 1: Number of faculty recruited/hired aligned with ISO standards | OVPI, ODAHRD, APB, | 5 | 5 | 4 | 5 | 5 | 4.67 |

**OVPI MFO 3. Faculty Evaluation Services**

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| PI 1: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated | OVPI, Department, admin staff | 65% | 95% | 5 | 5 | 5 | 5.00 |

**OVPI MFO 4. Admission & Registration Services**

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| PI 1: Number of graduating junior high school (K10) students promoted to SHS | OVPI, USSO, Registrar's Off | 200 | 251 | 5 | 5 | 5 | 5.00 |
| PI 2: Number of students enrolled and validated within scheduled regular registration | OVPI, USSO, Registrar's Off | 300 / 3000 | 373 / 6199 | 5 | 5 | 5 | 5.00 |

**OVPI MFO 5. Guidance and Counseling & Support to Students Services**

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| PI 1: Number of guidance activities conducted | OVPI, USSO | 1 | 3 | 5 | 5 | 5 | 5.00 |
| PI 2: Percentage of students who have availed of guidance and counseling services | OVPI, USSO | 80% | 100% | 5 | 5 | 5 | 5.00 |
| PI 3: Number of students awarded scholarship and grants | OVPI, USSO | 1,000 | 2,570 | 5 | 5 | 5 | 5.00 |
| PI 4: Number of best practices on students services implemented | OVPI, USSO | | | | | | |

**OVPI MFO 6. Library Services**

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| PI 1: Percentage increase in the number of students, faculty and staff availing the Library services | OVPI, Univ Lib | 95% | 99% | 5 | 5 | 5 | 5.00 |
| PI 2: Percentage increase in the number of students, faculty, researchers and staff availing the Library resources and facilities | OVPI, Univ Lib | 95% | 99% | 5 | 5 | 5 | 5.00 |
| PI 3: Number of best Library practices introduced which increase demand to avail of Library services | OVPI, Univ Lib | 6 | 8 | 5 | 5 | 5 | 5.00 |

**OVPI MFO 7. Distance Education Services**

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| PI 1: Number of distance education curricular programs implemented | OVPI, OGS, OPO, | 4 | 5 | 5 | 5 | 5 | 5.00 |
| PI 2: Percentage increase in the number of extramural students enrolled | OVPI, OGS, OPO, | 1% | 15.78% | 5 | 5 | 5 | 5.00 |
| PI 3: Number of extramural students graduated within the prescribed period | OVPI, OGS, OPO, | 2 | 2 | 4 | 5 | 5 | 4.67 |

| OVPI MFO 8. Program and Institutional Accreditation Services | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| PI 1: Number of graduate degree program specializations which passed accreditation/evaluation of at least Level 1 | OVPI, QAC, OGS, Department | 5 | 8 | 5 | 5 | 5 | 5.00 | |
| PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards | OVPI, QAC, ODAHRD | 50% | 65% | 5 | 5 | 5 | 5.00 | |
| PI 3: Number of degree programs compliant with CHED | OVPI, QAC, College, Department | 13 | 17 | 5 | 5 | 5 | 5.00 | |
| PI 4: Readiness to SUC levelling by CHED & DBM | OVPI, QAC, Department | 40% | 100% | 5 | 5 | 5 | 5.00 | |
| OVPI MFO 9. Development Broadcasting & Communication Services | | | | | | | | |
| PI 1: Number of technical services rendered | OVPI, DYDC | 70 | 120 | 5 | 5 | 5 | 5.00 | |
| PI 2: Number of radio programs developed and aired | OVPI, DYDC | 120 | 157 | 5 | 5 | 5 | 5.00 | |
| PI 3: Number of guests invited and interviewed on air | OVPI, DYDC | 20 | 20 | 5 | 5 | 5 | 5.00 | |
| PI 4: Number of beneficiaries/clientele served | OVPI, DYDC | 100 | 130 | 5 | 5 | 5 | 5.00 | |
| PI 5: Number of queries served on time | OVPI, DYDC | 100 | 800 | 5 | 5 | 5 | 5.00 | |
| PI 6: Number of student interns supervised | OVPI, DYDC | 5 | 13 | 5 | 5 | 5 | 5.00 | |
| UMFO 6. General Administration and Support Services (GASS) | | | | | | | | |
| OVPI MFO 1. Administrative and Facilitative Services | | | | | | | | |
| PI 1: Number of colleges, departments & support units supervised, monitored & coordinated | OVPI, College, Department | 45 | 45 | 4 | 5 | 5 | 4.67 | |
| PI 2: Number of management meetings conducted | OVPI, College, Department | 40 | 55 | 5 | 5 | 5 | 5.00 | |
| PI 3: Number of documents acted | OVPI, College, Department | 850 | 3000 | 5 | 5 | 5 | 5.00 | |
| PI 2: Number of university committees/ boards/council chaired & coordinated | OVPI, College, Department | 6 | 7 | 5 | 5 | 5 | 5.00 | |
| PI 3: Number of personnel policies reviewed and endorsed to UADCO & approved by BOR | OVPI, ODAHRD, PRPEO, College, Department | 1 | 3 | 5 | 5 | 5 | 5.00 | |
| PI 4: Number of academic related policies reviewed and endorsed to UADCO & approved by BOR | OVPI, College, Department | 1 | 3 | 5 | 5 | 5 | 5.00 | |
| PI 5: Number of frontline academic services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously | OVPI, College, Department, Units | 13 | 13 | 4 | 5 | 5 | 4.67 | |
| PI 6: No. of new faculty recruited/hired using procedures aligned with ISO standards | OVPI, ODAHRD, PRPEO, APB, College, Department | 100 | 146 | 5 | 5 | 5 | 5.00 | |
| PI 7: No. of newly hired faculty oriented with university policies and procedures | OVPI, ODAHRD, PRPEO | 20 | 45 | 5 | 5 | 5 | 5.00 | |
| PI 8: Percentage of faculty evaluated by their students | OVPI, PRPEO, Department, | 88% | 100% | 5 | 5 | 5 | 5.00 | |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | PI 9: Percentage implementation of SPMS & PBB | PMT | 88% | 100% | 5 | 5 | 5 | 5.00 |
| **OVPI MFO 2. Frontline Services** | | | | | | | | |
| | PI 1. Efficient and customer-friendly frontline service | Zero percent of complaints not acted | 0 | Minor complaints | 5.0 | 5.0 | 5.0 | 5.00 |
| | **Best practices/new initiatives** | All offices under the | | | | | | |
| | *Raise the honorarium of Department Heads to be at par with Institute Directors* | | | | 5 | 5 | 5 | 5.00 |
| | *Provide cash incentives to editor-in-chief, associate editors, reviewers and authors of Science and Humanities Hournal of OGS* | | | | 5 | 5 | 5 | 5.00 |
| | *Conducted almost weekly meetings of the University curriculum Committee to deliberate on proposed revisions of undergraduate curricular in compliance to CMO* | | | | 5 | 5 | 5 | 5.00 |
| | *Proposal to enhance the entry level positions of newly hired faculty and returning scholars* | | | | 5 | 5 | 5 | 5.00 |
| | *Proposal to offer MS Forestry on weekends* | | | | 5 | 5 | 5 | 5.00 |
| | *Use of TPES Summary to support a faculty's QCE for the NBC 461* | | | | 5 | 5 | 5 | 5.00 |
| Total Over-all Rating | | | | | 323.80 | 328.90 | 329.10 | 326.98 |
| Average Rating | | | | | 4.69 | 4.77 | 4.77 | 4.74 |
| Adjectival Rating | | | | | | | | |

| | |
|---|---|
| Average Rating (Total overall rating divided by 4) | |
| Additional Points: Punctuality | |
| Approved additional points (with copy of approval) | |
| FINAL RATING | **4.97** |
| ADJECTIVAL RATING | **OUTSTANDING** |

| Evaluated and Rated by: | | APPROVED: |
|---|---|---|
| **ANNALYN M. MAZO** Department Head Date: _____ | **EDGARDO E. TULIN** President Date: _____ | **EDGARDO E. TULIN** President Date: _____ |