

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%)		4.88 x50% = 2.44	
b. Students (50%)		4.80 x50%= 2.40	
Total for Instruction	90%	4.84	4.356
2. Research			
a. Client/Dir. For Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. For Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	5%	5.00	0.25
4. Administration	5%	4.835	0.241
5. Production			
TOTAL	100%		4.847

EQUIVALENT NUMERICAL RATING: 4.847
 Add: Additional Points, if any: none
 TOTAL NUMERICAL RATING: 4.847

ADJECTIVAL RATING: OUTSTANDING



RIS MENOEL R. MODINA
 Name of Faculty


CHERYL C. BATISTEL
 Department Head

Recommending Approval:


GLENN G. PAJARES
 Dean/Director

Approved:

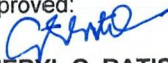

ROTACIO S. GRAVOSO
 Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **RIS MENEOL R. MODINA**, a faculty member of the **DEPARTMENT OF BIOLOGICAL SCIENCES** commit to the deliver and agree to be rated on the following accomplishment in accordance with the indicated measures for the period **January - June 2024**.

RIS MENEOL R. MODINA
Asst. Prof IV
Date: July 5, 2024

Approved:

CHERYL C. BATISTEL
Head, DBS
Date: July 22, 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	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 1: Total FTE monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	2	3.75	5	5	4	4.67	
	PI 10. Additional outputs:	A3. Number of students advised on								
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	2	5	5	5	5.00	Part of GAC of Ms. Nierves and Mr. Florentino for M.Sc. Tropical Ecology
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	11	5	5	5	5.00	Entertained concerns and questions of BIOL227 students
		Number of instructional materials developed								
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI MFO 3. Higher Education Management Services										
	PI 6: Number of programs	A1. Number of programs	Prepares documents and /or							
	PI 10: Total FTE, coordinated, implemented and monitored *	A2. Actual Faculty's FTE	Handles and teaches courses assigned	15	15.75	5	5	4	4.67	
	PI 11: Number of new	A3. Number of new revised curricular	Contributes to the submission							

	PI 13: Percentage of courses offered with approved course syllabi	A 4. Percentage of courses offered with approved course syllabi	Teaches subjects with approved course syllabi	100%	100%	5	5	5	5.00	
	PI 14: Percentage of	A 5. Percentage of courses offered with	Teaches subjects with							
	PI 15: Number of	A 6. Number of Instructional Materials	Prepares and submits IMs for							
	PI 16: Percentage of courses offered with final grades submitted within the allowable period	A 7. Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	100%	100%	5	5	4	4.67	
	PI 18: Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)	A 8. Percentage of courses rated atleast VS in the Teaching Performance Evaluation by Students (TPES)		67%						no results yet
	PI 19: Additional Outputs	A 10. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	10	12	5	5	5	5.00	Long exams of Biol 127, BIOL227, and MarB 198
		A 11. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	25	5	5	4	4.67	Lec and Lab quizzes of Biol 127, BIOL227, and MarB 198
		A 12. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	16	5	5	4	4.67	Lab report of Biol 127, and BIOL227
		A 14. Number of Student	Assists student organizations							
UMFO 3 . RESEARCH SERVICES										
	PI 1: Number of research outputs in the last three (3)	A 15. Number of research outputs in the last three (3) years utilized by the	Conducts research for possible utilization by industry or other							
	PI 2: Number of research	A 16. Number of research outputs	Conducts and completes							
	PI 3: Number of research	A 17. Number of research outputs	Prepares, submits and							
		a. International								
		b. National		1						
		c. Regional or Institutional Conferences								
UMFO 4. EXTENSION SERVICES										
	PI 1: Number of active partnerships with I GUs	A 32. Number of active partnerships with I GUs, industries, NGOs, NGAs	Identifies and links with probable partners for extension							
	PI 2: Number of trainees weighted by the length of	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for							
	PI 3: Number of extension	A 34. Number of extension programs								
	PI 4: Percentage of beneficiaries who rated the	A 35. Percentage of beneficiaries who rated the training course/s as	Provides quality and relevant training courses							

	PI 5: Number of	A 36: Number of technical/expert	Provides the technical and							
		a. Peer reviewer of journal/book		1	1	5	5	5	5.00	Reviewed paper for the journal Ecotoxicology
		b. Review of research and extension								
		c. Resource speaker/person (panelist,								
		d. accreditor								
		e. consultancy								
	PI 6: Number of extension	A 37: Number of extension proposals	Prepares extension project							
	PI 7: Number of extension	A 38: Number of extension proposals	Follow ups submitted and							
	PI 8: Number of extension	A 39: Number of extension proposals	Implements duly approved							
	PI 9: Number of extension	A 40: Number of extension outputs	Prepares, submits and							
		a. International								
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 1. Faculty Development Services									
	PI 7: Number of trainings, seminars, and conferences attended	A 50: Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)	1	1	5	5	5	5.00	Attended BIOTA 2024 held at Boracay, Aklan
	OVPI MFO 3. Registration Services									
	PI 9: Percentage of students enrolled and validated within the registration period	A 51: Percentage of students enrolled and validated within the registration period	Validates students within the registration period	80%	90%	5	5	4	4.67	
	PI 10: Number of students advised during the registration period	A 52: Number of students advised during the registration period	Acts as academic adviser	20	38	5	5	5	5.00	
	OVPI MFO 4. Curricular Program Management Services									
	PI 12: Number of IMs	A 53: Number of IMs reviewed by the	Submits IMs for review							
	PI 13: Number of course syllabi and TOS reviewed and approved	A 54: Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	1	3	5	5	4	4.67	TOS approved for subjects taught
	PI 14: Number of OJT MOAs prepared	A 55: Number of OJT MOAs prepared	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU, and prepares MOA for the student internship program	2	5	5	5	5	5.00	Approved MOA for UPLB, CENRO Maasin, CENRO PALO, CENRO Baybay, and PENRO Leyte


	PI 15: Number of student interns deployed and monitored	A 56. Number of student interns deployed and monitored	Acts as student internship program coordinator	15	48	5	5	5	5.00	Student internship coordinator for 48 BSBio students
	PI 16: Number of student thesis advised:	A 57. Number of students advised on thesis/field practice/special problem:		5	8	5	5	5	5.00	Handles 8 thesis advisees
		<i>As SRC Chairman</i>	Advises and corrects research outline and thesis/SP manuscript	2	4	5	5	5	5.00	
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	2	8	5	5	5	5.00	
	PI 17: Number of exchange	A 58. Number of exchange students	Acts as exchange student							
	PI 18: Number of students	A 59. Number of students from other	Acts coordinator/facilitator for							
	PI 19: Number of external	A 60. Number of external	Facilitates in assisting of the							
	PI 20: Number of students	A 61. Number of students from other	Facilitates in assisting students							
	PI 21: Additional outputs	A 62. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	60	5	5	5	5.00	Entertained Bsc, M.Ed., and M.Sc. students on matters concerning enrollment, subject, thesis, and internship
		A 63. Number of on-line course ware developed and submitted:	Prepares on-line course ware							
UMFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES										
	PI 9: Percentage of submitted DTR within 20 days after the last day of the month	A 73. Percentage of submitted DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	80%	100%	5	5	5	5.00	Submitted all DTRs within 20 days after the last day of the month
	PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings (departmental/institutional)	12	8	5	5	4	4.67	Dept meetings, research and extension project meetings (Jan-June)
		A 81. Number of /new initiatives	Initiates/introduces							
	Total Over-all Rating								107.33	
	Average Rating								4.88	
	Adjectival Rating								Outstanding	

Evaluated & Rated by:


CHERYL C. BATISTEL
 Head, DBS

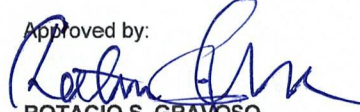
Date: *July 22, 2024*

Recommending Approval:


GLENN G. PAJARES
 Dean, CAS

Date: *July 23, 2024*

Approved by:


ROTACIO S. GRAVOSO
 Vice President for Academic Affairs

Date: *July 25, 2024*

Comments & Recommendations for Development Purpose:

Pursue PhD Studies.

PERFORMANCE MONITORING & COACHING JOURNAL

/	1st	Q U A R T E R
/	2 nd	
	3 rd	
	4th	

Name of Office: DBS

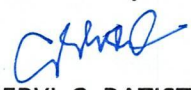
Head of Office: CHERYL C. BATISTEL

Number of Personnel: 17


Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Coaching		/		Everyone is reminded to submit TOS, grades and DTR on time	

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


CHERYL C. BATISTEL
 Immediate Supervisor

Noted by:


GLENN G. PAJARES
 Next Higher Supervisor

TRACKING TOOL FOR MONITORING TARGETS


Major Final Output/Performance Indicator	TASK	ASSIGNED TO	DURATION	TASK STATUS				REMARKS
				1 st Q	2 nd Q	3 rd Q	4 th Q	
MFO 1 ADVANCED EDUCATION SERVICES (20%)								
PI 3:	Total FTE monitored			/	/			
MFO 2 HIGHER EDUCATION SERVICES (50%)								
PI 4:	Percentage of students enrolled on schedule	All faculty		/				
PI 5:	Percentage increase in enrolment	All faculty		/	/			
PI 6:	Number of programs accredited	All faculty		/	/			
PI 10:	Total FTE monitored *	All DBS and affiliate faculty		/	/			
PI 11:	Number of new revised curricular proposals submitted	All faculty		/	/			
PI 12:	Number of new revised proposal approved by UCC	All faculty		/				
PI 17:	Percentage of faculty rated at least VS in the Teaching Performance Evaluation by Students (TPES)	All faculty			/			
PI 18:	Percentage of faculty rated at least VS by Supervisor	All faculty			/			
PI 2:	Number of research outputs completed	EKLS		/				
PI 4:	Number of research proposals submitted	RJPD, CCB, EKLS, FOP, HVO, RMM, DNM, EOB		/				
PI 1:	Number of active partnerships with	DMGV, RJPD,		/	/			

	LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities * (MOUs/MOAs)	SAC						
PI 2:	Number of trainees weighted by the length of training *	SAC			/			
PI 3:	Number of extension programs and projects	DMGV, SAC		/	/			
PI 4:	Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance*	DMGV, SAC,			/			
PI 5: Number of expert services rendered:	1. Peer reviewers of journal/book	CCB, RMM		/	/			
	2. Review of research and extension proposal	SAC			/			
	3. resource speaker/person (panelist, discussant, judge in academic and research competition, moderator in conferences, convenor, facilitator)	SAC, RJPD			/			
PI 6:	Number of extension proposals submitted	DMGV			/			
PI 8:	Number of Extension projects implemented	DMGV, AMM		/	/			
PI 10:	Number of extension activities conducted	DMGV, RJPD, SAC		/	/			
PI 11:	Number of trainings, seminars and fora conducted	DMGV, SAC		/	/			

PI 18:	Additional outputs							
	Number of specimens identified	AMM, HVO, EOB		/	/			
OVPI MFO 1. Faculty Development Services								
PI 1:	Number of faculty pursuing advanced research degrees	JGB, JCE, ARRF, BLAR, SAC, EOB		/	/			
PI 7:	Number of faculty sent to trainings, seminars and conferences	AMM, DNM, SAC, HVO, RMM, EKLS, EOB		/	/			
OVPI MFO 3. Registration Services								
PI 9:	Percentage of students enrolled and validated within the registration period	All faculty		/				
PI 10:	Number of students advised during the registration period	All faculty		/				
OVPI MFO 4. Curricular Program Management Services								
PI 11:	Number of curricular reviews conducted	All faculty		/	/			
PI 13:	Number of course syllabi and TOs reviewed and approved	All faculty		/	/			
PI 14:	Number of OJT MOAs prepared	RMM, DMGV			/			
PI 16:	Number of thesis students advised	CCB, SAC, AMM, DMG, EKLS, FOP, DNM, BLAR, RMM, HVO, EOB, RJD, BSB		/	/			
MFO 6. GENERAL ADMINISTRATIVE AND SUPPORT SERVICES (GASS)								
PI 1.	Number of departments/institutes/offices supervised	AMM, CCB		/	/			
PI 2.	Number of management	DBS Faculty &		/	/			

	meetings conducted	Staff						
PI 3.	Number of committee meetings conducted	AMM, CCB		/	/			
PI 4.	Number of routinary documents acted	AMM, CCB		/	/			
PI 5.	Number of requests acted	AMM, CCB		/	/			
PI 6.	Number of memoranda prepared	AMM, CCB			/			
PI 9:	Percentage of faculty and staff who submitted a DTR every month	All faculty		/	/			
PI 12:	Monthly accomplishment report submitted on time			/	/			
PI 13:	Number of classrooms and Lab rooms constructed and renovated				/			
PI 14:	Percentage budget utilization (GAA)			/	/			
	Percentage budget utilization (STF)			/	/			

Prepared by:


CHERYL C. BATISTEL
 Head, DBS

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ris Menoel R. Modina

Performance Rating: Outstanding

Aim: Publish research works

Proposed Interventions to Improve Performance:

Date: January 2024 Target Date: December 2024

First Step:

Identify possible topics and Scopus-indexed journal

Result:

Topic and journal identified and start write-up

Date: January 2024 Target Date: December 2024

Next Step:

Submit write-up to journal

Outcome:

Final Step/Recommendation:

Prepared by:



CHERYL C. BATISTEL
Unit Head

Conforme:



RIS MENOEL R. MODINA
Asst. Prof. IV



TEACHING PERFORMANCE EVALUATION Summary by Department

Department: Dept. of Biological Science

Semester and Academic Year: First Semester 2023-2024

College: College of Arts and Sciences

Faculty name	Number of classes	Numerical Rating	Percentile Rating	Descriptive Rating
ANALYN MENDOZA MAZO	4	4.50	90.00 %	Outstanding
BEATRIZ SATENTES BELONIAS	2	5.00	100.00 %	Outstanding
BERNA LOU ABA REGIS	7	4.43	88.57 %	Very Satisfactory
CHERYL COSTILLAS BATISTEL	4	4.50	90.00 %	Outstanding
CLARISSA MAE LAROA SAS	9	4.89	97.78 %	Outstanding
DARIUS NOEL MINOZA	8	4.88	97.50 %	Outstanding
DONNA GUARTE	8	4.62	92.50 %	Outstanding
EUNICE KENEE LABONITE SERIÑO	5	4.80	96.00 %	Outstanding
FRETZELJANE OLOR POGADO	6	4.50	90.00 %	Outstanding
GIDEON RELENTE YEPES	7	4.86	97.14 %	Outstanding
HONEYLENE VALENZONA ONGY	5	5.00	100.00 %	Outstanding
JUDY MAE GILSANO ASIS	8	4.50	90.00 %	Outstanding
LEONARDO DULOJAN CADAVOS	9	5.00	100.00 %	Outstanding
NICOLE CHELSEA . MANGUIAT	7	4.86	97.14 %	Outstanding
RIS MENOEL ROMEN MODINA	5	4.80	96.00 %	Outstanding
ROSALINA DIALIMAS POLIQUIT	6	4.67	93.33 %	Outstanding
SENONA ARAZO CESAR	8	4.50	90.00 %	Outstanding
TED DOMINIQUE S. BELONIAS	8	4.44	88.75 %	Very Satisfactory
YASSER LIM MECATE	9	4.89	97.78 %	Outstanding
Department Mean		4.72	94.34%	Outstanding

Prepared by:

VANESSA W. NAZAL
TPES in-Charge
Date: April 24, 2024

Attested by:

MA. RACHEL KIM L. AURE
Director, Instruction and Evaluation
Date: April 24, 2024

Received by:

Received by:

nmv
ANALYN MENDOZA MAZO

Name and Signature of Department head
Date: *5/21/24*

mtloredo
MA. THERESA POSAS LORETO

Name and Signature of College Dean
Date: *May 21, 2024*

Distribution of copies: ODIE, College, Department

Vision: A globally competitive university for science, technology, and environmental conservation.
Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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