

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ANALYN M. MAZO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
6. Instruction			
u. Head/Dean (50%)		$4.94 \times 50\% = 2.47$	
v. Students (50%)		$5 \times 50\% = 2.5$	
Total for Instruction	50%	4.97	2.485
7. Research			
u. Client/Dir. for Research (50%)			
v. Dept. Head/Center Director (50%)			
Total for Research	25%	$4.88 \times 5 \times 25\%$	$1.25 \quad 1.22$
8. Extension			
w. Client/Dir. for Extension (50%)			
x. Dept Head/Center Director (50%)			
Total for Extension	5%	$4.88 \times 5\%$	0.244
9. Administration	20%	$5 \times 20\%$	1.0
10. Production			
TOTAL	100%		4.979 4.99

EQUIVALENT NUMERICAL RATING:

~~4.979~~ 4.99

Add: Additional Points, if any:

none

TOTAL NUMERICAL RATING:

~~4.979~~ 4.99

ADJECTIVAL RATING:


OUTSTANDING

Prepared by:

Reviewed by:


ANALYN M. MAZO

Name of Faculty


ANALYN M. MAZO

Department Head

Recommending Approval:


CANDELARIO L. CALIBO

Dean/Director

Approved:


BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ANALYN M. MAZO, of the Department of Biological Sciences commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2019.

ANALYN M. MAZO

Ratee

Approved:

CANDELARIO L. CALIBO

Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
1: Advanced Education Services									
DBS MFO 1. Graduate Degree Program									
DBS MFO 2. Graduate Student									
	PI 1: Number of graduate degree specializations offered and monitored	Facilitates the offering of graduate programs	2	2	5	5	5	5	Facilitates the offering of MS Botany and MEd major in Biological Science
	b. Actively pursuing in the last three years (investigative research, basic and applied scientific research, policy research, social science research)	Conduct research	2	3	5	5	5	5	Part of the BFAR funded project (Study leader-1 study) and River projects (Study leader-2 studies)
UMFO 2. Higher Education Services									
DBS MFO 1. Curriculum Program									
	PI 1: Total FTE Monitored	Conduct classes in Invertebrate Biology	0.50	0.75	5	5	5	5	Biol 117
	PI 2: Percentage of undergraduate curricular program compliant to CMO approved and offered	Make sure courses are CMO compliant	100%	100%	5	5	5	5	BS Biology and BS Marine Biology programs are both CMO compliant as noted by CHED RO8
	PI 3: Average percentage passing in	N/A							

	licensure exam								
	PI 4: Percentage of first time licensure exam takers who passed the licensure exam	N/A							
	PI 8: Number of academe/industry linkages established	Establish linkage	2	2	5	4	5	4.66	BFAR & FIMFMS member institutions
	a. Thesis outline/ Case studies/ Special Problems/ OJT Narrative reports/ Engineering Projects/ Portfolios approved	Review and approve thesis outline as adviser, SRC member and head	10	10	5	5	5	5	All outlines of thesis students are reviewed
	b. Thesis manuscript/Case Studies/Special Problems/OJT Narrative Reports/Engineering Projects/Portfolios approved	Review and approve thesis as adviser, SRC member and head	5	5	5	5	5	5	All thesis manuscripts are reviewed
	a. OBE - compliant syllabi	Make syllabus that is compliant to OBE	1	1	5	5	4	4.66	Revised the syllabus in Invertebrate Biology
DBS MFO 3. RESEARCH									
	PI 3. Number of research studies conducted	Conduct relevant research	2	3	5	5	4	4.66	Study leader of: VSU water project; VSU river project, FishCORAL project
	PI 9. Amount of research money generated from external funding (Thousand PHP)	Generate fund from project	2M	3M	5	5	5	5	Part of the BFAR funded project

	PI 10. Amount of research money generated from institutional funding (Thousand PHP)	Generate fund from project	50T	396T	5	5	5	5	Part of the VSU-funded project
DBS MFO 4. Extension services									
	PI 1. Number of technical/expert services	Output presentation to LGUs	1	2	5	5	5	5	Presented the result of mangrove assessment to the LGU of various barangays in Silago and Cabalian bay for feedback and validation. Said presentation also served as environmental education for resource conservation.
OVPI MFO 1. Faculty Development Services									
	PI 1: Number of faculty pursuing advanced degree programs	Did facilitation function	3	6	5	5	5	5	Made sure that the Faculty Development Plan is in place so that faculty members are able to pursue advance degrees. Likewise made necessary recommendations for faculty members scheduled for study leave with scholarships/fellowships
OVPI MFO 2. Faculty Recruiting/Hiring Services									
	PI 2: Number of faculty recruited/aligned with university RSP policy and competency-based HRM	Facilitate recruitment	3	5	5	5	5	5	Made sure that the hiring policies are followed
OVPI MFO 3. Faculty Evaluation Services									
	PI 6: Number of college/department - level seminars/trainings/workshops/reviews conducted/attended/fa	Facilitated the conduct of seminars in the department/college	1	3	5	5	5	5	


	cilitated								
OVPI MFO 4. Program and Institutional Accrediation Services									
	PI 1: Number of degree programs which passed accreditation/evaluation at least level 1	Facilitate AACUP accreditation of offered programs	1	1	5	5	5	5	BS Biology is Level III AACUP accredited
	PI 2: Degree program compliant with CHED requirements	Make sure that the programs offered are CHED compliant	1	2	5	5	5	5	BS Biology and BS Marine Biology are both compliant to CHED requirements
Total Over-all Rating								83.98	

Average Rating (Total Over-all rating divided by 4)		4.94
Additional Points:		
Approved Additional points (with copy of approval)	NA	
FINAL RATING		4.94
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose:

Continue to conduct innovations in your program/s e.g. best practices, ISO

Evaluated & Rated by:


CANDELARIO L. CALIBO
 Dean/Director


Date: _____

Recommending Approval:


CANDELARIO L. CALIBO
 Dean/Director

Date: _____

Approved by:


BEATRIZ S. BELONIAS
 Vice President

Date: _____

1 – Quality

2 – Efficiency

3 – Timeliness

4 – Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Analyn M. Mazo
Performance Rating: Outstanding

Aim: To make more publications

Proposed Interventions to Improve Performance:

Date: June 2019 Target Date: December 2020

First Step:

Identify topics in research and student theses for possible publication

Result:

Identified articles for possible publication

Date: _____ Target Date: September-December _____

Next Step:

Look for journals to publish the articles

Outcome:

Search of journals in progress


Final Step/Recommendation:

Should publish the articles in 2020

Prepared by:


CANDELARIO L. CALIBO
Immediate Supervisor

Conforme:


ANALYN M. MAZO
Assoc. Prof V