

1st EVALUATION CYCLE FOR FACULTY POSITION RECLASSIFICATION
Based on DBM-CHED Joint Circular No. 3, series of 2022

Applicable Coverage Period of Accomplishments and Acceptable Evidence for
 Newly Appointed Faculty and Existing Faculty who did not apply during the NBC 461 8th Evaluation Cycle

CRITERIA	Newly Appointed Faculty	Existing faculty who did not apply during the NBC 461 8 th Evaluation Cycle
KRA I - INSTRUCTION		
Criterion A – Teaching Effectiveness		
1. Faculty Performance Evaluation by Students and Supervisor	Evaluation results while teaching in an SUC from July 1, 2019 to July 31, 2023.	Evaluation results from July 1, 2019 to July 31, 2023.
Criterion B – Curriculum and Instructional Materials Developed		
1. For every instructional material developed and approved for use.	All IMs developed provided that the approval for use in an SUC was done within July 1, 2019 to July 31, 2023.	All IMs developed provided that the approval for use in the SUC was done within July 1, 2016 to July 31, 2023.
2. Academic programs developed or revised and implemented	Academic programs developed, revised and implemented in an SUC within July 1, 2019 to July 31, 2023.	Academic programs developed, revised and implemented in an SUC within July 1, 2016 to July 31, 2023.
Criterion C – Special/Capstone Projects, Thesis, Dissertation and Mentorship Services		
1. For every service rendered to students/ group of students as adviser and panel member in doctoral dissertation and master's and undergraduate theses.	Services as adviser, panel or mentor in SUC programs from July 1, 2019 to July 31, 2023.	Services as adviser, panel or mentor in SUC programs from July 1, 2019 to July 31, 2023.
KRA II - RESEARCH, INNOVATION AND/OR CREATIVE WORK		
Criterion A – Research Outputs Published		
1. For every scholarly research paper/ educational or technical article and other outputs published in book, and refereed and internationally-indexed monograph, conference proceeding, technical/scientific/professional journal.	All research outputs within the last 5 years (July 1, 2018 to July 31, 2023)	Research outputs within July 1, 2016 to July 31, 2023
2. For every research output translated into project, policy or product.	All research outputs translated into project, policy or product; provided that the implementation was conducted within the last 5 years (July 1, 2018 to July 31, 2023)	Research outputs translated into project, policy or product, provided that the implementation was conducted within July 1, 2016 to July 31, 2023.

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3. For every research publication cited	Citations within the last 5 years (July 1, 2018 to July 31, 2023).	Citations within July 1, 2016 to July 31, 2023 .
Criterion B – Inventions		
1. For every patented invention, innovation, as well as creative work; of educational, technical, scientific and/or cultural value.	All patents, utility models and industrial designs	Inventions, utility models and industrial designs within July 1, 2016 to July 31, 2023
2. For every non-patentable invention, innovation, as well as creative work; of educational, technical, scientific and/or cultural value.		
2.1 Copyrighted and utilized software products	All copyrighted and utilized non-patentable inventions.	Copyrighted non-patentable inventions, utilized within July 1, 2016 to July 31, 2023 .
2.2 New plant variety or animal breeds developed, or new microbial strains isolated, that are propagated or reproduced	All new plant variety/animal breeds/new microbial strains developed or isolated that are propagated or reproduced.	New plant variety/animal breeds/new microbial strains developed or isolated that are propagated or reproduced within July 1, 2016 to July 31, 2023 .
Criterion C – Creative Works		
1. For every creative work created, performed, presented, exhibited, or published.		
1.1 New Creative Performing Art Work (music, dance and theatre)	All copyrighted performing artwork.	All performing artwork copyrighted within July 1, 2016 to July 31, 2023 .
1.1.1 Performance of own work	All first time performance of own work.	First time performance of own work within July 1, 2016 to July 31, 2023 .
1.1.2 Performance of work of other	All first time performance of work of others.	First time performance of work of others within July 1, 2016 to July 31, 2023 .
1.2 Exhibition (visual arts, architecture, film, multimedia)	All first time exhibited artwork	First time exhibited artwork within July 1, 2016 to July 31, 2023 .
1.3 Juried or Peer-Reviewed Designs (e.g. architecture, engineering, industrial design)	All Juried or Peer-Reviewed Designs	Juried or Peer-Reviewed Designs within July 1, 2016 to July 31, 2023 .
1.4 Literary publications 1.4.1 Novel 1.4.2 Short story 1.4.3 Essay 1.4.4 Poetry	All literary publications	Literary publications published within July 1, 2016 to July 31, 2023 .
KRA III – EXTENSION SERVICES		
Criterion A – Service to the Institution		
1. For every successful linkages/networking/ partnership activity:	All successful linkages between within July 1, 2019 to July 31, 2023	Successful linkages within July 1, 2016 to July 31, 2023

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2. Total contribution to income generation for the 3-year period. 2.1. Below 6 million 2.2. Above 6 million to 12 million 2.3. Above 12 million	Contribution to the SUC's income generation from July 1, 2019 to July 31, 2023	Contribution to the SUC's income generation from July 1, 2016 to July 31, 2023
Criterion B – Service to the Community		
1. Professional/Expertise-based Services	All professional/expertise-based services and engagements	Professional/expertise-based services and engagements from July 1, 2016 to July 31, 2023
2. Institutional Social Responsibility		
2.1. For every service-oriented project in the community participated in including advocacy initiatives. 2.1.1. Lead/Head of Extension or Production Activity 2.1.2. Participant of Extension or Production Activity	All participation in SUC-organized extension and outreach activities from July 1, 2019 to July 31, 2023	Participations in SUC-organized extension and outreach activities from July 1, 2016 to July 31, 2023
Criterion C – Relevance and Quality of Extension Services		
1. Client Satisfaction Rating for Outreach and Extension Projects	Client satisfaction rating results of SUC-organized outreach and extension activities from July 1, 2019 to July 31, 2023.	Client satisfaction rating results of SUC-organized outreach and extension activities from July 1, 2019 to July 31, 2023.
Criterion D – Bonus Criterion		
1. For Administrative Designation	Highest administrative designation in the SUC within July 1, 2019 to July 31, 2023.	Highest administrative designation in the SUC within July 1, 2016 to July 31, 2023.
KRA IV - PROFESSIONAL DEVELOPMENT		
Criterion A – Involvement in Professional Organizations		
1. For current individual membership and active role/contribution in relevant, recognized/ registered professional organization, learned/ honor/scientific society.	All membership with active involvement in professional organizations	Membership with active involvement in professional organization from July 1, 2016 to July 31, 2023.
Criterion B – Continuing Development		
1. Educational Qualifications	All earned post-master's diploma/certificate, post-doctorate degree, doctorate degree and additional master's and doctorate degree	Post-master's diploma/certificate, post-doctorate degree, doctorate degree and additional master's and doctorate degree earned within July 1, 2016 to July 31, 2023.

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2. For every participation in conferences, seminars, workshops, industry immersion	All participations in relevant conferences, seminars, workshops and industry immersions	Participations in relevant conferences, seminars, workshops and industry immersions from July 1, 2016 to July 31, 2023.
3. For every paper presentation in conferences	All paper presentations	Paper presentations from July 1, 2016 to July 31, 2023.
Criterion C – Awards and Recognition		
1. For every award of distinction received in recognition of achievement in relevant areas of specialization/ profession and/or assignment of the faculty concerned.	All institutional, local and regional awards and recognitions.	Institutional, local and regional awards and recognitions received from July 1, 2016 to July 31, 2023.
Criterion D – Bonus Indicators for Newly Hired Faculty		
1. For every year of full-time academic service in an institution of higher learning as: 1.1 President 1.2 Vice President/ Dean/Director 1.3 Department/ Program Head 1.4 Faculty member	All years of academic experience.	Not applicable.
2. For every year of industry experience (non-academic organization) in: 1.1 Managerial/ Supervisory Position 1.2 Technical and Skilled 1.3 Support/Administrative Staff	All years of industry experience.	Not applicable.