

**University of the Philippines Visayas**  
Miagao, Iloilo

**FACULTY EVALUATION INSTRUMENT**  
*(As of 02 September 2005; with modifications as of 02 July 2014)*

**I. PRINCIPLES ON FACULTY PROMOTION**

*(Taken from: UP System Manual Series 2, "Shaping Our Institutional Future: A Statement On Faculty Tenure, Rank And Promotion", Section III, pages 20-21).*

- A. Promotion is recognition of the faculty member's accomplishments, growth, and development as a teacher and scholar, and service to the University and the general public. It involves an assessment of the faculty's success and continuing competence in the performance of their academic duties. Promotion also presents the challenge of further accomplishments.
- B. Promotion affirms the primacy of academic excellence in support of the University's mission. Academic freedom guarantees that academic quality is the basis of academic personnel decisions. Promotion implies selectivity and choice; it is awarded for demonstrable scholarly and professional merit, not for seniority, length of service, or humanitarian considerations.
- C. The evaluation of merit involves the application of academic and professional judgment by peers, which takes place within a framework of collegiality, shared responsibility, accountability, and authority along various levels of review, among the faculty, and between faculty and administrators. Faculty members share in the exercise by providing solid evidence of merit and by acting as peer reviewers.
- D. The breadth and variety of academic and professional fields in the University make the development of detailed promotion criteria, equally applicable to all fields. However, the overriding values and standards are the same: demonstrable academic achievement in teaching, scholarly or creative work, service, and professional growth.
- E. Individual colleges and departments may impose more stringent standards so long as these are consistent with the intent and framework of system-wide standards and are applied consistently within the unit. Stricter or additional requirements must be approved by the College faculty.
- F. Promotion to a higher rank occurs only three times in a faculty's career, from Instructor to Assistant Professor, from Assistant Professor to Associate Professor, and from Associate to Full Professor. Hence, rank promotions require the highest standards of performance. In no case shall faculty cross rank solely on the basis of performance as an administrator.
- G. All faculty members are expected to perform the minimum duties and expectations contained in this statement and other University rules. The extent to which these expectations are surpassed shall be the basis of upward movement within a rank or promotion to a higher standard.
- H. As the faculty and the University develop, the standards of performance should change. If a faculty member's accomplishments do not keep pace with current standards, the individual may not be promoted. It is not appropriate to argue that faculty be promoted because they meet the performance standards previously in effect, by which some of their colleagues were measured and promoted. Scholarly development means adherence to ever higher standards of performance.
- I. The career path of a faculty member begins with hiring. Appointment at the instructor level shall be reserved for those who are judged to have potential for development and the future award of tenure; and for other ranks, those who have demonstrated competence and whose track records indicate a high likelihood of continued excellence. Promotion standards in this statement are consistent with those for faculty recruitment and tenure.
- J. A cap on promotion and priority categories for promotion may be imposed by the constituent university and/or the System, owing to budget constraints. It is incumbent on the individual units to prioritize their recommendations.

**III. 2014 IMPLEMENTING GUIDELINES**

- A. Faculty shall be evaluated on the following categories: teaching, research/creative work, service to the university and the larger community, and professional growth.
- B. The weights for each category shall be differentiated according to the nature of the unit. Graduate units (i.e., without undergraduate programs) are expected to place at least equal emphasis on teaching and scholarly work, while purely undergraduate units may give greater value to teaching.
- C. While the balance among teaching, research, and service may vary from discipline to discipline, effective teaching or important contributions to social welfare cannot compensate for the absence of scholarly or creative work.
- D. Faculty members to be considered for promotion shall have the following average student evaluation, depending on their rank, in all courses taught for the period considered for promotion:
- At least "2.20" (Very Good) for Instructors and Assistant Professors
  - At least "1.49" (Excellent) for Associate and Full Professors
- (NB: Minimum SET Rating Scores were adjusted based on the Guidelines for the 2014 Merit Promotion of Faculty and Research Faculty and the new SET Rating Scores at UPV)*
- E. Achievements/works that contribute to the productivity of the University shall be credited only once and should be supported with duly certified documents.
- F. Credits on productivity/work outputs should be within one's area of discipline.
- G. Attainment of graduate degree shall be given points. Assignment of points shall differ depending on whether the degree obtained is in accordance with the faculty development plan of the unit or not.
- H. Accomplishments which are not required for the degree shall be given credit.
- I. Lecture/ publication as a sole output for the professorial chair grant cannot be counted.
- J. A faculty member who has a pending administrative case can still be considered for promotion. The promotion, however, will take effect upon favorable resolution of the case retroactive on the date of approval of the promotion.
- K. No faculty member may cross rank to associate professor or full professor rank unless he/she has published since the date of his/her last promotion. He/she, however, may still be promoted within rank provided requirements specified in the system-wide minimum standards for faculty promotion are met. In the case of the Humanities/Arts, the equivalent requirement would be creative work like mounting a one-man show, conduct a concert, or direct a play.
- L. To effect equitable promotion, initial documentation shall be done by the faculty member concerned, subject to the evaluation of the department/division/institute Academic Personnel Committee (DAcPC/IAcPC) and the College Academic Personnel Committee (CAcPC) before it is presented for review to the University AcPFC.
- M. When the division/college submits its list of recommendees for promotion, there shall be separate lists of rankings for Instructors, Assistant Professors, Associate Professors, and Professors. Promotions shall then be drawn from these separate lists equitably, depending on resources available.

## **EVALUATION CRITERIA**

Faculty performance shall be evaluated based on the following criteria:

Criteria	Maximum No. of Points	Corresponding Weights (%) *		
		Purely Graduate/ Mixed Units		Purely Under-graduate Units
		Instructor and Asst. Professor	Associate Prof and Professor	
1. Teaching Performance (TP)	75	70%	60 %	40 %
2. Research/Creative Work (RES/CW)	75	10%	20 %	30 %
3. Service to U.P. and the Larger Community (SULC)	75	10%	10 %	15 %
4. Professional Growth (PG)	20	10%	10 %	15 %

\* Based on the approved weights by the UPV Executive Committee during its meeting held on 11 June 2014

A. The Total Percentage Score (TPS) shall be computed as follows:

$$\text{TPS} = \text{Assigned Weight } \left( \frac{\text{TP} \times 100}{75} \right) + \text{Assigned Weight } \left( \frac{\text{RES} \times 100}{75} \right) +$$

$$\text{Assigned Weight } \left( \frac{\text{SULC} \times 100}{75} \right) + \text{Assigned Weight } \left( \frac{\text{PG} \times 100}{20} \right)$$

Where: TP = Teaching Performance  
RES = Research/Creative Work  
SULC = Service to UP & Larger Community  
PG = Professional Growth

B. The minimum Total Percentage Score (TPS) to be considered for promotion within ranks shall be as follows:

No. of Steps	Instructor	Asst. Prof.	Asso. Prof.	Prof.
1	45	50	55	60
2	50	55	60	70
3	55	63	70	80
4	65	73	80	90
5	75	85	90	>90

Note: The number of steps promotion will be subject to availability of promotion funds.

## ASSIGNMENT OF POINTS

A. Teaching (maximum of 75 points)

Period of Evaluation: from Second Semester AY 2015-2016  
to First Semester AY 2016-2017

1. Student Evaluation-----30 pts. (max)  
 See *Attachment A* for details on SET Rating Scores and Equivalent Points.
2. Department/Division/Institute Evaluation-----25 pts. (max)  
 The DAPC is required to conscientiously apply this evaluation because it will allow for finer discrimination of points among and between faculty. (Attach necessary documentation.)
  - a. Observation of consultation hours -----4 pts.
  - b. Punctuality and attendance in classes -----8 pts.
  - c. Punctuality in submission of grades/reports/etc.--4 pts.
  - d. Average number of units<sup>1</sup> taught per semester---12 pts.  
 One point per unit but not to exceed 12 units
  - e. Average number of preparations per semester---12 pts.
    - i. 1 to 2 preparations -----3 pts.
    - ii. 3 or more preparations -----6 pts.

	Points per course preparation	
	Undergraduate	Graduate
a. New course taught for two semesters or less per preparation	5	6
b. Course taught for more than two semesters per preparation	3	4

f. Number of Students (average/semester) -----10 pts.

Undergraduate	Graduate
>20 ----- 10	>10 ----- 10
10-20 ---- 8	6-10 ----- 8
<10 ----- 3	<5 ----- 3

For cases where faculty handles both types of students, the average shall be used.

- g. Thesis advising/Special Problem -----8 pts.  
 (Applies only for thesis/special problem certified by the Division Chair as having been completed, i.e. bound copies available)

a. Adviser

(1) Graduate
1 advisee -----5 pts.
2 or more advisees -----8 pts.
(2) Undergraduate
1 advisee -----3 pts.
2 advisees -----5 pts.
3 or more advisees -----7 pts.

b. Panel Member

(1) Panel Member/Critic/Reader
Graduate-----3 pts. (max of 3)
Undergraduate-----2 pts. (max of 4)

<sup>1</sup> **excluding** equivalent teaching units (ETUs) for administrative load and research load.

3. Teaching Portfolio-----10 - 15 pts.
  - a. Manuals/workbooks/modules prepared  
-----10 pts. per manual but not to exceed 20 pts.
  - b. Instructional aids/teaching innovations  
(not necessarily published)  
-----5 pts. per instructional aid/ teaching innovation  
*Note: teaching aids/innovations should be documented and presented to the DAPC every end of the semester.*
  - c. Submission of updated syllabi and/or course outline -----5 pts.
  
4. Attendance in Faculty Meetings/-----15 pts. (max)  
University Council Meetings/Graduation Exercises
  - a. 100% attendance of the total -----15 pts.
  - b. 75% attendance of the total -----10 pts.
  - c. 50% attendance of the total ----- 5 pts.
  - d. 25% attendance of the total ----- 2 pts.

**B. Research/Creative Work (maximum of 75 pts.)**

(Registered with OVCRE during the first quarter of research implementation)

**1. Research Work**

1.1. Publication: Credit will be given for the following:

- a. articles published in reputable refereed journals;
- b. academic books or other prestigious publications.

AUTHORSHIP							
Category	Single	Multiple Authors					
		1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup> or more
i) Refereed Journal (e.g. Current contents)							
(1) ISI	40	35	20	20	20	20	10
(2) Non-ISI/Peer-reviewed	20	15	10	10	10	10	5
ii) Conference Proceedings							
(1) International	15	12	10	10	10	10	5
(2) National/Local	10	8	6	6	6	6	3
iii) Part of a book <sup>2</sup> in a specialized field (peer-reviewed)							
(1) International	30	20	20	20	20	20	10
(2) National/Local	20	10	10	10	10	10	5
iv) Book <sup>2</sup> in a specialized field (peer-reviewed)							
(1) International	50	40	40	40	40	40	40
(2) National	40	30	30	30	30	30	30
v) Published Technical Report		10 - 20 pts.					

1.2. Research Projects: Credit will be given only for research projects registered with OVCRE<sup>3</sup> during the 1<sup>st</sup> quarter of implementation and thereafter.

<sup>2</sup> Evaluation to be done on a case-to-case basis, e.g. single or multiple authorship related to one's area of specialization. Also refer to definition by OVCRE on what constitutes publication.

- a. *Completed as certified by the OVCRE*  
 Final report submitted only ----- 4 pts./project  
 Final report presented and submitted ---- 6 pts./project
  - b. *Ongoing (with progress report)* ----- 1 pt. per project  
 (only for promotion within ranks)
- 1.3. Research Work Presented (oral or poster) in Academic Conference not part of proceedings  
 (Credit will be given only once for the same research work presented. Work must be related to one's field of specialization.)
- a. International/National/Local ----- 5 pts./research work presented
- 2. Technology/Product developed or Patented inventions<sup>4</sup>**  
 (e.g. software, new materials) ----- 20-50 pts.  
*Note: An ad-hoc team of experts shall evaluate the technology/ product developed.*
- 3. Creative work (See Attachment B) -----75 pts.**
- C. Service To The University And The Larger Community<sup>5</sup> (maximum of 75 points)**
1. Service to the University<sup>6</sup> -----40 - 50 pts.

*Administrative Work*

Type of Service to the University	Points
1. Chairmanship of Working/ Standing Committees (a) Supra college (b) College/ Division/Institute	7 pts. per committee output 4 pts. per committee output
2. Chairmanship of Ad-hoc Committee (a) Supra college (b) College/Division/Institute	5 pts. per committee output 2 pts. per committee output
3. Membership in Standing/ Working Committee (a) Supra college (b) College/Division/Institute	5 pts. per committee output 2 pts. per committee output
4. Membership in Ad-hoc Committee (a) Supra college (b) College/Division/Institute	4 pts. per committee output 2 pts. per committee output
5. Advisorship of student organization/ homeroom, etc./ special assignment as trainer/coach	2 - 5 pts. per assignment

<sup>3</sup> Registration means any of the following: (a) UPV funded research, (b) provision to OVCRE of a copy of the MOA between UPV (signatory is the Chancellor) and external funding agency. In the case of "self-funded research, acceptance by OVCRE of the proposal and provisions made for monitoring of research.

<sup>4</sup> Evaluation to be done on the technology's practical/multiple applications as well as its functionality and versatility.

<sup>5</sup> Covers Extension and Community Services: (a) Extension services refer to activities related to academic work directly in line with one's area of specialization, but does not include private practice of one's profession such as accountancy, law, etc.; (b) Community services refer to activities related to academic work but are not necessarily directly in line with one's area of specialization. Such activities should be recognized (institutional consent) and should be supported by valid documents/papers. It should answer the question "what benefit can the institution derive from one's participation in such activity?"

<sup>6</sup> It is the responsibility of the DAPC and CAPC to establish the appropriateness of the points granted.

<sup>7</sup> One point is equivalent to five (5) cumulative days (**not necessarily continuous**).

6. OIC Function (depends on length of time and what level)	1 point for every 5 days <sup>7</sup>
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*Institution Building*

Type of Service to the University	Range of Points
1. Resource generation (e.g. endowment, scholarships, professorial chair, acquisition of assorted books, and/or substantial specialized library collection, equipment, etc)	1 point for every ₱ 20,000.00 worth of resource generated
2. Output from chairmanship/ membership in local, regional, national, international committee etc., representing the University or within the University (e.g., policy paper, curriculum development, etc.)	1 - 5 points per committee output
3. Facilitation of Linkages <ul style="list-style-type: none"> <li>• On-going</li> <li>• Regional</li> <li>• National</li> <li>• International</li> </ul> <p><i>Note: The level of participation of faculty member in a particular linkage should be stated.</i></p>	1 pt. /linkage 3 - 5 pts./linkage 6 - 10 pts./linkage 11 - 15 pts./linkage

2. Service to the Larger Community -----25 - 35 pts.  
(Registered with/reported to OCEP)

In case of multiple roles in training, the one with highest points will prevail or will be given credit.

a. *Training Programs/Symposia/Fora*

DESIGNATION (Level of Involvement)	LOCAL	INTERNA-TIONAL
Training Director/ Coordinator <sup>8</sup>	10 pts. per training	15 pts. per training
Resource Speaker/ Trainor	7 pts. per training	10 pts. per training
Facilitator/ Moderator	3 pts. per training	7 pts. per training
Rapporteur	2 pts. per training	5 pts. per training
Discussant/Reactor/ Panel Member	2 pts. per training	5 pts. per training

b. *Other Types of Service to the Larger Community* (Should show proof of involvement)

Type of Service	Points
Technical Assistance/Consultancy	7 pts/ project
Judge <sup>9</sup>	3 pts.
Commencement/Guest Speaker (Special Occasion)	4 pts.

<sup>8</sup> Should not include job related activities, e.g. OCEP training activities conducted by OCEP Director are not given points; and other extension activities of the faculty attendant to his/her functions as faculty administrator.

<sup>9</sup> Only extra-curricular activities which are academic in nature (e.g., debates, orations, quiz bowls) shall be given points.

Popular presentations/participation in cultural group shows and festivals	3 pts.
Service publications i) Monographs/pamphlets ii) Advocacy paper iii) Information bulletins iv) Others	5 pts./monograph 1 pt./paper 1 pt./bulletin 1 point
Resource Person / Panelist in popular educational programs/shows	5 pts/program or show
Adviser/ panelist/ critic/ reader/ statistician in thesis, dissertation or other academic work	5 pts/thesis or dissertation or other academic work

**D. Professional Growth (Maximum of 20 points)**

1. Other Academic Accomplishments (External to the University)

Other Accomplishments	Points
a. Additional formal training in the discipline (academic studies or specialty training as in the case of medical doctors)	2 pts. /training
b. Attendance in symposia and conferences within one's discipline) [should not include conferences/ symposia attended to present (oral or poster) research work]	2 pts./ attendance
c. Membership in technical panels	3 pts./ membership
d. Reviewer/ referee/critic/evaluator of published articles, research output/ creative work/ book within the discipline	3 pts./ article
e. Membership in editorial boards i) Local/National ii) International	2 pts./ membership 5 pts./ membership
f. Editorship in peer-reviewed journals i) Local/National ii) International	5 pts. per editorship 6-10 pts. per editorship
g. Leadership positions in academic/ professional organizations and societies i) Local ii) International	2 pts./ organization 5 pts./ organization
h. Membership in academic/professional organizations and societies i. Local ii. International	1-3 pts. 2-6 pts.
i. Research fellowship or Visiting professor appointment in a reputable foreign university.	10 - 15 pts. per appointment

2. Awards in recognition of teaching/ research/ extension/ creative work or those which are locally/ nationally/ internationally recognized shall merit points, if not yet awarded through promotion.

Function	Interna-tional	National	Local
a. Teaching	20	15	10
b. Research/ Creative Work	20	15	10
c. Service to UP and the Larger Community	20	15	10



## STUDENT EVALUATION OF TEACHERS (SET)

RATING SCORES\*EQUIVALENT SCORES**EXCELLENT**

1.00 – 1.09	-----	30
1.10 – 1.19	-----	29
1.20 – 1.29	-----	28
1.30 – 1.39	-----	27
1.40 – 1.49	-----	26

**VERY GOOD**

1.50 – 1.59	-----	25
1.60 – 1.69	-----	24
1.70 – 1.79	-----	23
1.80 – 1.89	-----	22
1.90 – 1.99	-----	21
2.00 – 2.09	-----	20
2.10 – 2.19	-----	19
2.20	-----	18

**GOOD**

2.21 – 2.30	-----	17
2.31 – 2.40	-----	16
2.41 – 2.50	-----	15
2.51 – 2.60	-----	14
2.61 – 2.70	-----	13
2.71 – 2.80	-----	12
2.81 – 2.90	-----	11
2.91 – 3.00	-----	10
3.01 – 3.10	-----	9
3.11 – 3.20	-----	8

**FAIR**

3.21 – 4.20	-----	0
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**POOR**

4.21 – 5.00	-----	0
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\* *SET Rating Scores* were adjusted based on the new SET Instrument ratings, as approved by the UPV Executive Committee during its meeting on December 2010, as follow:

1.00 - 1.49	Excellent
1.50 – 2.20	Very Good
2.21 – 3.20	Good
3.21 – 4.20	Fair
4.21 – 5.00	Poor

## POINT SYSTEM FOR CREATIVE WORK

(Approved by the UPV Executive Committee during its meeting held on 11 June 2014)

Author / Artistic Credits <sup>1</sup>		Range of Points Allowed	Points
<b>A. Literary Work / Publications<sup>2</sup></b>			
1. Poems			
	<i>a. Local Publication</i>	(3-6)	
	Non-reviewed		
	Peer-reviewed		
	<i>b. National Publication</i>	(7-10)	
	Non-reviewed		
	Peer-reviewed		
2. Short Story			
	<i>a. In other publications</i>	(10-14)	
	Non-reviewed		
	Peer-reviewed		
	<i>b. In an anthology</i>	(15)	
	Non-reviewed		
	Peer-reviewed		
3. Play/Drama			
	<i>a. Published</i>		
	In other publications	10-19	
	In an Anthology	20	
	<i>b. Performed</i> (based on stature of staging company/venue)	15-20	
	<i>c. Published and Performed</i>	20	
4. Literary Novel			
	Non-reviewed	30-34	
	Reviewed	35-40	
5. Published Criticism			
	a. In magazine / newspaper	7-8	
	b. In journal / periodical	9-10	
6. Creative Non- Fiction			
	<i>a. Local publication</i>	(3-6)	
	Non-reviewed		
	Reviewed		
	<i>b. National publication</i>	(7-10)	
	Non-reviewed		
	Reviewed		
7. Articles / Book in Specialized Field (see ratings for Research / Publication)			
<b>B. Visual Arts</b>			
1. One-Man Show (Local, National, International)			
	Non-Reviewed	10	
	Peer Reviewed	11-29	
	Favorably Reviewed (Independent Art Critic)	30	
2. Group Show (Local, National, International)			
	Non-Reviewed	5	
	Peer Reviewed	6-9	

		Favorably Reviewed (Independent Art Critic)	10	
	3. Exhibit Events			
	<i>a. Writing exhibition notes</i>			
		Commercial gallery	5	
		Museum	10	
		International Gallery/Museum	15	
	<i>b. Curatorial work</i>			
		Commercial gallery	10	
		Museum	15	
		International Gallery/Museum	20	
<b>C. Performance Arts</b>				
	1. One Piece of Original Music Composition			
		Non-Reviewed	5	
		Peer Reviewed	6-19	
		Favorably Reviewed	20	
	2. One Piece of Musical Arrangement for a Composition			
		Non-Reviewed	5	
		Peer Reviewed	6-19	
		Favorably Reviewed	20	
	3. One Piece of Original Choreographic Work			
		Non-Reviewed	5	
		Peer Reviewed	6-19	
		Favorably Reviewed	20	
	4. Actor in a Play			
	<i>a. Lead Role (10/play)</i>			
		Non-Reviewed		
		Peer Reviewed		
		Favorably Reviewed		
	<i>b. Supporting Role (8/play)</i>			
		Non-Reviewed		
		Peer Reviewed		
		Favorably Reviewed		
	<i>c. Ensemble / Chorus (5/play)</i>			
		Non-Reviewed		
		Peer Reviewed		
		Favorably Reviewed		
	5. Dancer in an Original Choreographic Work			
	<i>a. As guest performer</i>			
		Non-Reviewed	5	
		Peer Reviewed	6-9	
		Favorably Reviewed	10	
	<i>a. In full-length performance</i>			
		Non-Reviewed	10	
		Peer Reviewed	11-19	
		Favorably Reviewed	20	
<b>D. Film Production</b>				
	1. Cinematographic Work (as Assistant Director, Technical Director, Lights Director, Production Designer, Cinematographer)			
	<i>a. Short film</i>			
		Non-Reviewed	5	
		Peer Reviewed	6-10	

		<i>b. Full-length film</i>	
		Non-Reviewed	10
		Peer Reviewed	11-20
	2. Directing a Film		
		<i>a. Short film</i>	
		Non-Reviewed	5
		Peer Reviewed	6-9
		Favorably reviewed	10
		<i>b. Full-length film</i>	
		Non-Reviewed	10
		Peer Reviewed	11-19
		Favorably reviewed	20
	3. Film Acting		
		<i>a. Cameo appearance</i>	5
		<i>b. Substantial role</i>	
		Non-Reviewed	5-9
		Favorably reviewed	10
	4. Scriptwriting for a Film		
		<i>a. Short film</i>	
		Non-Reviewed	
		Peer Reviewed	
		<i>b. Full-length film</i>	
		Non-Reviewed	
		Peer Reviewed	
<b>E. Production Work</b>			
	1. Directing a Theater Arts Production		
		Non-Reviewed	10
		Peer Reviewed	11-19
		Favorably Reviewed	20
	2. Directing a Concert		
		Non-Reviewed	10
		Peer Reviewed	11-19
		Favorably Reviewed	20
	3. Directing Broadcast Media (TV & Radio Production)		
		Non-Reviewed	10
		Peer Reviewed	11-19
		Favorably Reviewed	20
	4. Directing Other Productions (Fashion Shows, Corporate Events)		
		Non-Reviewed	10
		Peer Reviewed	11-19
		Favorably Reviewed	20
	5. Production Designing		
		Lights design (5/production)	
		Set design (10/production)	
	6. Costume Designing for Artistic Performances (10/production)		
<b>F. Literary Non-Artistic Work</b>			
	1. Scriptwriting for a Documentary Film		
		<i>a. Local</i>	
		Non-reviewed	5
		With favorable review	10
		<i>b. National</i>	

		Non-reviewed	10	
		With favorable review	15	
		<i>c. International</i>		
		Non-reviewed	15	
		With favorable review	20	
	2. Directing a Documentary Film			
		<i>a. Local</i>		
		Non-reviewed	5	
		With favorable review	10	
		<i>b. National</i>		
		Non-reviewed	10	
		With favorable review	15	
		<i>c. International</i>		
		Non-reviewed	15	
		With favorable review	20	

<sup>1</sup> Peer-reviews are evaluations by an ad hoc committee composed of experts.

<sup>2</sup> Literary work appearing in national anthologies, add four (4) points for recognition.