SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JUSTINE BENNETTE H. MILLADO

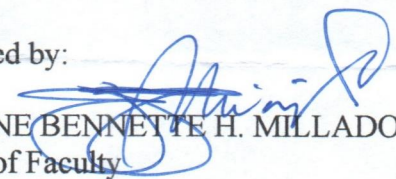| Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.94x0.5=2.47	
b. Students (50%)		4.71x0.5=2.355	
Total for Instruction	50%	4.825	2.4125
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	30%	4.9057	1.4717
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	20%	4.8800	0.9760
4. Administration			
5. Production			
TOTAL			4.8602

EQUIVALENT NUMERICAL RATING: 4.8602
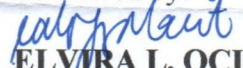Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.8602**

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

JUSTINE BENNETTE H. MILLADO
Name of Faculty

Reviewed by:

ELVIRA L. OCLARIT
Department Head

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, __JUSTINE BENNETTE H. MILLADO__ , a faculty member of the __DEPARTMENT OF PEST MANAGEMENT__ commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period __JULY - DECEMBER 2022.__

Approved:

JUSTINE BENNETTE H. MILLADO
Instructor III
Date:

ELVIRA L. OCLARIT
Department Head
Date:

VICTOR B. ASIO
College Dean
Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
							Quality	Eficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES											
OVPI MFO 2. Graduate Student Management											
	PI 4: Total FTE coordinated, implemented & monitored*	**A1.** Actual Faculty's FTE		Handles subjects/courses assigned	1*	1.743	5	5	5	5.0	
	PI 8: Number of graduate students advised *	**A2.** Number of students advised		Acts as academic adviser to graduate students	1*	5	5	5	5	5.0	
		A3. Number of students advised on thesis/special problem/dissertation									

		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript	1*	5	5	5	5	5.0	
		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	2*	3	5	5	5	5.0	
		A4. Number of students entertained for consultation		Entertains students seeking consultation with faculty	3*	9	5	5	5	5.0	
	PI 9: Number of instructional materials developed *	**A5**. Number of on-line ready coursewares developed and submitted for review		Converts the existing instructional materials into flexible learning systems	3*	7	5	5	5	5.0	
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	2*	2	5	5	5	5.0	
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4*	32	5	5	5	5.0	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3*	8	5	5	5	5.0	

		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor		Submits the course ware duly reviewed by TRP for editing by MMDC editor	1*	2	5	5	5	5.0	
		A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	2*	2	5	5	5	5.0	
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal	2*	5	5	5	5	5.0	
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management S											
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE		Handles and teaches courses assigned	2*	20.6	5	5	5	5.0	
		A10 . Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	2*	4	5	5	5	5.0	
		A 11 . Number of INC forms with grade submitted within prescribed period		Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							
		A12 . Number of trainings attended related to	Trainings attended	Attend mandated trainings	1*	6	5	5	5	5.0	

		A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	3*	4	5	5	5	5.0	
		A14. Number of quizzes administered and		Prepares and checks quizzes for lec and lab	4*	7	5	5	5	5.0	
		A15. Number of lab reports and term papers checked and		Checks lab reports and term papers submitted as required	50*	98	5	5	5	5.0	
	PI 8: Number of students advised: *	**A16**. Number of students advised:		*Acts as academic adviserto students*	2*	18	5	5	5	5.0	
		A17. Number of students advised on thesis/ field practice/special problem:									
		As SRC Chairman	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript	2*	3	5	5	5	5.0	
		As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	2*	3	5	5	5	5.0	
		A18. Number of students entertained for consultation		Entertains students consulting on subject taught, thesis and grades	5*	24	5	5	5	5.0	
	PI 9: Number of student organizations advised/ assisted *	*A19*. Number of Student organizations advised		*Advises student organizations recognized by USSO*		2	5	5	5	5.0	

		A20 . Number of Student organizations assisted on student		Assists student organizations in implementing student related activities	1*	2	5	4	5	4.67	
	PI 10: Number of instructional materials developed *	**A 21 :** Number of on-line course ware developed and submitted :		Prepares and submits for review by the Technical Review Panel	1*	1	5	4	5	4.67	
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	2*	8	5	5	5	5.0	
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5*	12	5	5	5	5.0	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5*	4	5	5	5	5.0	
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor		Submits the course ware duly reviewed by TRP for editing by MMDC editor	1*	2	5	4	5	4.67	
		A 24 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	2*	2	5	4	5	4.67	

	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/ evaluation		Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	2*	6	5	5	5	5.0	
		Agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1*	2	5	5	5	5.0	
		A 26. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal	2*	4	5	5	5	5.0	
UMFO 3 . RESEARCH SERVICES											
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *		Conducts research for possible utilization by industry or other beneficiaries	1*	4	5	5	5	5.0	
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *		Conducts and completes research project within the year	2*	3	5	5	5	5.0	

PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	**A 29.** Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year		Writes publishable materials out of research outputs and submits for publication							
	In refereed int'l			*1**	1	5	4	5	4.67	
	In refereed nat'l/regional journals									
PI 4. Number of research outputs presented in regional/national/ int'l fora/ conferences	**A 30.** Number of research outputs presented in regional/national/ int'l fora/conferences *		Prepares, submits and presents research paper in scienfic for a/conferences							
	In int'l			*1**	1	5	4	5	4.67	
	In nat'l/regional fora/conferences			*1**	2	5	5	5	5.0	
PI 5. Percent of research proposals approved *	**A 31.** Percentage of of research proposals prepared, submitted and approved		Prepares research proposals, submits and follows up its approval for immediate implementation	*1**	2	5	5	5	5.0	
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)									

		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer		Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1*	3	5	5	5	5.0	
		A 34. Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of research output							
		A 35.Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES											
PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	**A 36**. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained		Identifies and links with probable partners for extension activities and maintains this active partnership	1*	1	5	4	5	4.67	
PI 2. Number of trainees weighted by the length of training	**A 37**. Number of trainees weighted by the length of training		Conducts trainings among beneficiaries of technologies for transfer	50*	35	5	5	5	5.0	

PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented		Implementes duly approved extension projects	1*	1	5	4	5	4.67
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance		Provides quality and relevant training courses and advisory services	1*	2	5	5	5	5.0
PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:		Provides the technical and expert services requested by beneficiaries						
Research Mentoring	Research Mentor			1*	8	5	5	5	5.0
Peer reviewers/ Panelists	Peer reviewers/Panelists			2*	5	5	5	5	5.0
Resource Persons	Resource Persons			1*	2	5	5	5	5.0
Convenor/ Organizer	Convenor/ Organizer			1*	2	5	5	5	5.0
Consultancy	Consultant			1*	1	5	4	5	4.67
Evaluator	Evaluator								

PI 8. Percent of extension proposals approved *	**A 41.** Percent of extension proposals approved *		Prepares extension project proposals, submits and follow up its approval for immediate implementation	20%	100%	5	5	5	5.0	
PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by									
	A 43.Other outputs implementing the new normal due to covid 19		Designs extension related activities and other outputs to implement new normal	1*	1	5	4	5	4.67	

UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 4. Program and Institutional Accreditation Services

PI 8.Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001-2015*	**A 44**. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*		Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	5	5	5	5.0	
	A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	5	5	5	5.0	

		On program accreditations	Pilot Plant Manager								
		On institutional accreditations	SSF Rootcrop facility incharge								

UMFO 6. General Admin. & Support Services

	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients							
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmark ed by other dents/agencies *		Initiates/introduces improvements in performfing functions resulting to best practice							
		A 48. Other outputs implementing the new normal due to covid 19		Designs administration/managem ent related activities and other outputs to implement new normal							
	Total Over-all Rating									261.70	
	Average Rating									4.94	
	Adjectival Rating								OUTSTANDING		

*The rest of the targets are already accomplished on January-June 2022 rating period.

Evaluated & Rated by:

ELVIRA L. OCLARIT
Department Head
Date:

Recommending Approval

VICTOR B. ASIO
Dean, CAFS
Date:

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Attend international conference, and establish linkage and international collaborations

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JUSTINE BENNETTE H. MILLADO
Performance Rating: OUTSTANDING

Aim: Add more researches and international collaboration.

Proposed Interventions to Improve Performance:

Date: _____ Target Date:_____

First Step: _____
_____
_____
_____

Result: _____
_____
_____

Date: _____ Target Date: _____

Next Step: _____
_____
_____
_____

Outcome: Approved proposals, attendance to international conferences and signed MOUs.

Final Step/Recommendation:

_____

Prepared by:

ELVIRA L. OCLARIT
Unit Head

Conforme:

JUSTINE BENNETTE H. MILLADO
Name of Ratee Faculty/Staff