

Exhibit K

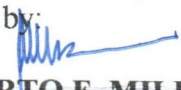
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS


Name of Faculty Member: Norberto E. Milla, Jr.

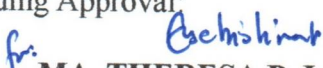
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.98 \times 0.50 = 2.49$	
b. Students (50%)		$4.71 \times 0.50 = 2.335$	
Total for Instruction	80%	4.825	3.86
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		5.00	
Total for Research	5%	5.00	0.25
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		5.00	
Total for Extension	5%	5.00	0.25
4. Support to Operations	5%	5.00	0.25
5. General Admin. & Support Services	5%	5.00	0.25
TOTAL			4.876


EQUIVALENT NUMERICAL RATING: 4.88
 Add: Additional Points, if any: 0
 TOTAL NUMERICAL RATING: 4.88

ADJECTIVAL RATING: Outstanding

Prepared by: 
NORBERTO E. MILLA, JR.
 Name of Faculty

Reviewed by: 
MAY ANN E. PALEN
 Head, DepStat

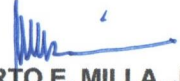
Recommending Approval: 
MA. THERESA P. LORETO
 Dean, CAS o/c 8/1/22


Approved: 
BEATRIZ S. BELONIAS
 Vice President Academic Affairs


"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Norberto E. Milla, Jr., a faculty member of the DEPARTMENT OF STATISTICS commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January - June 2022.


NORBERTO E. MILLA, JR.
 Associate Professor
 Date: July 5, 2022

Approved:

MAY ANN E. PALEN
 Head, DepStat
 Date: 7/22/2022


MA. THERESA P. LORETO
 Dean, CAS
 Date: 7/25/2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (As of June 30, 2022)	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 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Teach graduate course in statistics (Stat 210- Statistics for Biological Sciences)	0	5	5	5	5	5.00	Stat 221 in the first semester AY 2021-2022 and Stat 210 in the second semester AY 2021-2022
	PI 8: Number of graduate students advised *	A2. Number of students advised								
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman								
		As GAC Member								
		A4. Number of students entertained for consultation purposes	Entertain graduate students for consultation on statistical analysis of their thesis and dissertation	1	2	5	5	5	5.00	

	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review								
		<i>On-line ready courseware</i>	Develop online-ready courseware (Stat 210-Statistics for Biological Sciences)	1	1	5	5	5	5.00	
		<i>Supplemental learning resources</i>	Prepare supplemental learning resources	1	1	5	5	5	5.00	
		<i>Assessment tools</i>	Prepare assessment tools (Stat 210-Statistics for Biological Sciences)	2	2	5	5	5	5.00	
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submit online courseware to TRP for review (Stat 210-Statistics for Biological Sciences)	1	1	5	5	5	5.00	
		A 7 : Number of virtual classroom created and operational	Create and operationalize virtual classroom (Stat 210-Statistics for Biological Sciences)	1	1	5	5	5	5.00	
	PI 10. Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19								
		<i>Number of PhD dissertation proposals reviewed for appropriateness of the statistical design</i>	Review the statistical design of PhD dissertation proposals	1	1	5	5	5	5.00	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Teach undergraduate courses in statistics (Stat 122, Stat 136, and Stat 142)	18	15.95	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepare gradesheet and submits on or before deadline	3	3	5	5	5	5.00	
		A 11. Number of INC forms with grade submitted within prescribed period	Facilitate students in their completion of the subject and submits completion forms with grade within							

		A12. Number of trainings attended related to instruction	Attend mandated trainings							
		A13. Number of long examinations administered and checked	Administer and check long examination for subjects taught	12	11	5	5	5	5.00	
		A14. Number of quizzes administered and checked	Prepare and check quizzes for lec and lab	15	10	5	4	5	4.67	
		A15. Number of lab reports and problems sets checked and graded	Check lab reports and problem sets submitted as required	18	15	5	4	5	4.67	
	PI 8: Number of students advised: *	A16. Number of students advised:	Act as academic adviser to students	14	14	5	5	5	5.00	
		A17. Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman</i>	Advise and correct research outline and thesis/SP manuscript	3	3	5	5	5	5.00	
		<i>As SRC Member</i>	Advise and correct research outline and thesis/SP manuscript	5	5	5	5	5	5.00	
		A18. Number of students entertained for consultation purposes	Entertain students consulting on subject taught, thesis and grades	10	15	5	5	5	5.00	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advise student organizations recognized by USOO							
		A20. Number of Student organizations assisted on student related activities	Assist student organizations in implementing student related activities							
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :								

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	3	3	5	5	5	5.00	Stat 122, Stat 136, Stat 142, and Stat 146 in the 2nd Sem of AY 2021-2022; and Stat 121, Stat 131, and Stat 133 in the 1st Sem of AY 2022-2023
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	18	61	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	34	34	5	5	5	5.00	
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submit online courseware for reviewed by TRP and editing by MMDC editor	3	3	5	5	5	5.00	
		A 24 : Number of virtual classroom created and operational	Create virtual classroom in VSUEE	3	3	5	5	5	5.00	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepare documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinate with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Design experiential learning activities and other outputs to implement new normal							
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 *	Conduct research for possible utilization by industry or other beneficiaries							
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conduct and complete research project within the year							
	PI 3. Number of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Number 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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	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 *	Prepare, submit and present research paper in scientific fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepare research proposals, submits and follows up its approval for immediate implementation							
	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	Act as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1	3	5	5	5	5.00	Euclidean distance detects morphoagronomic differences in rice regenerated plants compared to the traditional cultivar (ATR), Decision-Making and its Correlation with Distributed Leadership of the Heads of Academic Departments: Palestinian Universities as a Case Study (IJERE), Learner's assessment preferences in higher education: A comparison study of high-achievers and low-achievers (TAPER)
		A 34. Number of UMs submitted to ITSO, VSU	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							
	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							
	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							

	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							
	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							
	<i>Research Mentoring</i>	<i>Research Mentoring</i>								
	<i>Peer reviewers/ Panelists</i>	<i>Peer reviewers/ Panelists</i>	Act as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1	3	5	5	5	5.00	Euclidean distance detects morphoagronomic differences in rice regenerated plants compared to the traditional cultivar (ATR), Decision-Making and its Correlation with Distributed Leadership of the Heads of Academic Departments: Palestinian Universities as a Case Study (IJERE), Learner's assessment preferences in higher education: A comparison study of high-achievers and low-achievers (TAPER)

	Resource Persons	Resource Persons	Act as resource person in statistics trainings	1	3	5	5	5	5.00	Data Management and Analysis: A Capability Building Workshop for Researchers of the CNU Botanic Gardens Projects (sponsored by CNU-March 28-30), Training-Workshop on the Use of Statistical Software for Social, Experimental, and Gender Responsive Research (sponsored by ASCOT-May11-13), Quantitative Data Analysis and Conceptualization (sponsored by BiPSU-June 25)
	Convenor/ Organizer	Convenor/ Organizer								
	Consultancy	Consultancy								
	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							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
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	A 44. Compliance to all requirements of the QMS 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	100% compliant	zero non-conformity	5	5	5	5.00	

		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100%	100% compliant	5	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	0%	Zero % complaint	5	5	5	5.00	
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	Total Over-all Rating								139.33	

Average Rating (Total Over-all rating divided by 4)	4.98
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
NUMERICAL RATING	4.98
ADJECTIVAL RATING	Outstanding

Comments/Suggestions for Improvement:

He maintains a steady and positive attitude that inspires others. He has strong decision making skills and is one of our most dependable faculty member.

Evaluated & Rated by:


MAY ANN E. PALEN

Head, DepStat

Date: 7/22/2022

Recommending Approval


MA. THERESA P. LORETO

Dean, CAS

Date: 7/25/2022

Approved by:


BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 7-26-22

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Dr. Norberto E. Milla, Jr.

Performance Rating: Outstanding

Aim: Encourage him to make research and extension project proposals.

Proposed Interventions to Improve Performance:

Date:

Target Date: One year from date of intervention

First Step: Make a draft of research proposal

Result: Have a draft of a research proposal for submission

Date:

Target Date: End of AY 2022-2023

Next Step: Submit the final research proposal for approval

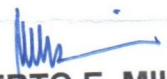
Outcome: Research and extension project proposal

Final Step/Recommendation: Instruct him to submit the research/project proposal to the OVPREI for approval and possible funding.

Prepared by:


MAY ANN E. PALEN
Head, DepStat

Conforme:


NORBERTO E. MILLA, JR.
Name of Ratee