Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MANNYLEN C. ALDE

	Program Involvement	Percentage	Numerical	Equivalent
	(1)	Weight of	Rating	Numerical
		Involvement	(Rating x%)	Rating
		(2)	(3)	(2x3)
1.	Instruction			
	a. Head/Dean (50%)		$5.0 \times 0.5 = 2.5$	
	b. Students (50%)		$3.8 \times 0.5 = 1.9$	
	Total for Instruction	70%	4.4	3.08
2.	Research			
	a. Client/Dir. for Research (50%)			
	b. Dept. Head/Center Director (50%)			
	Total for Research	20%	5.0 x .20	1.0
3.	Extension			
	a. Client/Dir. for Extension (50%)			
	b. Dept Head/Center Director (50%)			
	Total for Extension	10%	5.0 x .10	0.5
4.	Administration			
5.	Production			
	TOTAL			4.58

EQUIVALENT NUMERICAL RATING: 4.58

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.58

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Name of Faculty

Reviewed by:

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MANNYLEN C. ALDE	, a faculty member of the	DEPARTMENT OF PEST MANAGEN	MENT	_commit to the deliver and	agree to be rated of	on
attainment of the following to	argets in accordance with	the indicated measures for the period				

MANNYLEN C, ALDE Instructor II

Date:

Approved:

Department Head Date:

VICTOR B. ASIO

College Dean
Date: ////

					Ra	ating		REMARKS (Indicators			
MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishme nt	Quality	Eficiency	Timeliness	Average	in percentage should be supported with numerical values in numerators and denominators)
UMFO	1. ADVANCED EDUCA	ATION SERVICES									
OVPI I	MFO 2. Graduate Stud	ent Management Services									
	PI 4: Total FTE coordinated, implemented &	A1. Actual Faculty's FTE		Handles subjects/courses assigned	-	3.75	5	5	5	5.00	
	PI 8: Number of graduate students	A2. Number of students advised		Acts as academic adviser to graduate students							
	-	A3 . Number of students advised on thesis/special problem/dissertation									

	As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
	AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
	A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
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							
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	-	3	5	5	5	5.00	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	-	2	5	5	5	5.00	
	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							

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		A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	•	1	5	5	5	5.00	
	<u>PI 10</u> . 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							- recorded videos
UMFO	2. HIGHER EDUCATION	ON SERVICES									
OVPI	UMFO 3. Higher Educa	ation Management Services									
	coordinated, implemented and	A9. Actual Faculty's FTE		Handles and teaches courses assigned	3*	41.05	5	5	5	5.00	
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline							
		<u>A 11</u> . 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 instruction	Trainings attended	Attend mandated trainings							
		A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	2*	6	5	5	5	5.00	
		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	2*	50	5	5	5	5.00	

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	<u>A15</u> . Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	2*	30	5	5	5	5.00	
PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviserto students	-	5	5	5	5	5.00	
	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	-	4	5	5	5	5.00	
	As SRC Member	Advising/ correction	Advises and corrects research outline and thesis/SP manuscript	-	1	5	5	5	5.00	
	A18 . Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	5*	30	5	5	5	5.00	
PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised		Advises student organizations recognized by USSO							
	A20 . Number of Student organizations assisted on student related activities		Assists student organizations in implementing student							
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	1	2	5	5	5	5.00	

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	Supplemental learning resources	pre: moi ass	pares Power Point sentation, video clips, vie clips, reading ignments depending course taught	3*	8	5	5	5	5.00	
	Assessment tools	tool	pares assessment ls such as long exam, zzes, problems sets,	3*	6	5	5	5	5.00	
	A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	duly	omits the course ware y reviewed by TRP editing by MMDC tor	1						
	A 24 : Number of virtual classroom created and operational	clas Mod	ates virtual ssroom using either ddle or Google ssroom	2*	2	5	5	5	5.00	
PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:									
·	Program accreditation/evaluation	prog mate prog	pares documents and /or pram profile and other prials required during pram/institutional editation and/or evaluation	-	2	5	5	5	5.00	
	Agency/firm/Industry linkages	and firms	rdinates with potential firms maintains linkages with s willing to accept OJT ents from VSU							
	A 26. Other outputs implementing the new normal due to covid 19	activ	gns experiential learning ities and other outputs to ement new normal							
UMFO 3 . RESEARCH SERVI	CES									

outputs in the last three	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	-						
	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year							
published in	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 journals								
	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 scientific for a/conferences	-	1	5	5	5	5.00	*
	In int'l fora/conferences								
	In nat'l/regional fora/conferences								
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	-	2	5	5	5	5.00	
	A 32. No. of research-related awards (research conducted by								

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		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer A 34. Number of UMs submitted to ITSO, VSU	UM preparation	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper 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				
UMF	partnerships with LGUs, industries, NGOs, NGAs, SMEs,	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				
	trainees weighted by	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	A 38. Number of extension programs/projects implemented		Implementes duly approved extension projects				

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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	1	2	5	5	5	5.00	
Research Mentoring	Research Mentor								
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons	Resource Persons								
Convenor/Organizer	Convenor/Organizer								
Consultancy	Consultant								
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 (extn. 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							

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UMI	O 5. SUPPORT T	O OPERATIONS									
		n and Institutional Accreditation	on 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 no	on-conformity	5	5	5	5.00	No NC
		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	1009	6 compliant	5	5	5	5.00	
		On program accreditations On institutional	Pilot Plant Manager SSF								
UMF	O 6. General Adr	nin. & Support Service	Rootcrop								
	PI 2. Zero percent	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients		Zero % complaint					
	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 performfing functions resulting to best practice							

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	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				115	114	115	114.67	
Average Rating							4.986	
Adjectival Rating				C	UTS	TAND	ING	

^{*} The rest of the targets are already accomplished on January - June 2021 rating period

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Fval	uat	ed	2	Ra	ted	by.

Department Head

Date:

Recommending Approval

VICTOR B. ASIO

Dean, CAFS Date: Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>Mannylen C. Alde</u> Performance Rating: <u>Outstanding</u>

Aim: Proposed Interventions to Improve Performance: Date: ____ Target Date: First Step: Make research proposal Hurdy involved in USU-funded recentles Date: _____ Target Date: Next Step: Outcome: Final Step/Recommendation: Prepared by: Unit Head Conforme: Name of Ratee Faculty/Staff