

## Exhibit K

### SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: INISH CHRIS P. MESIAS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.91x50%=2.46	
b. Students (50%)		4.60x50%=2.30	
Total for Instruction	63.86%	4.76	3.04
2. Research	14.46%	5.00	0.72
3. Extension	14.46%	5.00	0.72
4. Administration	7.23%	5.00	0.36
5. Production	0%	0.00	0.00
<b>TOTAL</b>	<b>100%</b>		<b>4.84</b>

EQUIVALENT NUMERICAL RATING: 4.84  
Add: Additional Points, if any: 0.00  
TOTAL NUMERICAL RATING: 4.84

ADJECTIVAL RATING: OUTSTANDING


Prepared by:

  
**INISH CHRIS P. MESIAS**  
Name of Faculty

Reviewed by:

  
**LYNETTE C. CIMAFRANCA**  
Department Head

Recommending Approval:

  
**VICTOR B. ASIO**  
Dean, CAFS

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **INISH CHRIS P. MESIAS**, a faculty member of the **DEPARTMENT OF FOOD SCIENCE AND TECHNOLOGY**, 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 **July-December 2023**.

**INISH CHRIS P. MESIAS**  
Assistant Professor II  
Date: 02/06/2024

Approved:

**LYNETTE C. OMAFRANCA**  
Department Head  
Date: 02/07/2024

MFO No.	Description of MFO's/PAPs		Tasks Assigned	Target	Actual Accomplishment	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										
	<b>PI 4:</b> Total FTE coordinated, implemented & monitored*	<b>A1.</b> Actual Faculty's FTE	Handles courses assigned	1	1.34+0.20	5	5	5	5.00	FTEC232- Microbial Aspect of Food Processing
	<b>PI 8:</b> Number of graduate students advised *	<b>A2.</b> Number of students advised	Acts as academic adviser to graduate students							
		<b>A3 .</b> 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	0	0					
		<b>A4 .</b> Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	6	5	5	5	5.00	
	<b>PI 9:</b> Number of instructional materials developed *	<b>A5 .</b> 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, and reading assignments								
	Assessment tools	Prepares assessment tools								
	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								
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using Moddle								
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								
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	Handles and teaches FTec 150 ( lec) and FTec 124n (Lec)	20	17.18	5	5	4	4.67	FTec 150, FTec 124n	
	A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	1	5	5	4	4.67	Undergrad Research,	
	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	1	10	5	5	5	5.00	FTec 150, Undergrad Research,	
	A12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	OBE (OGS)	
	A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	10	5	5	4	4.67	FTEC232, FTec 150, FTec 124n	
	A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec	20	350	5	5	4	4.67	FTec 150, FTec 124n	
	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	100	350	5	5	4	4.67	FTec 150, FTec 124n	



<b>PI 8:</b> Number of students advised: *	<b>A16:</b> Number of students advised:	Acts as academic adviser to students	4	47	5	5	5	5.00	
	<b>A17:</b> Number of students advised on thesis/ field practice/special problem:								
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	5	5	5	5	5.00	
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	5	6	5	5	5	5.00	
	<b>A18:</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	80	380	5	5	5	5.00	
<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19:</b> Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	PAFT
	<b>A20:</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	PAFT
<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
	On-line ready courseware	Prepares the following: Instructional module laboratory guide/workbook							
	Supplemental learning resources	Prepares the following: Power Point presentation Video clips reading assignments	2 2 2	8 4 4	5	5	5	5.00	FTec 150, FTec 124n
	Assessment tools	Prepares the following: term exam (lec) term exam (lab) quizzes (lec and lab) problems sets (lab) lab reports	2 2 2 2 6	6 1 210 2 7	5	5	5	5.00	FTec 232, FTec 150, FTec 124n
	<b>A 23 :</b> 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						
	<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
<b>PI 11:</b> Additional outputs	<b>A 25:</b> 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							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	4	10	5	5	5	5.00	
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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	2	2	5	5	5	5.00	RSPR and TBI
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year	2	2	5	5	5	5.00	ISP, RSPR
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> 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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		<i>In int'l fora/conferences</i>		1	1	5	5	5	5.00	RSPR
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student)								
		<b>A 33.</b> 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							



		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	1	2	5	5	5	5	ISP project outputs
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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							
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	30	10	5	5	5	5	DABAR project beneficiaries
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects							
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> 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							
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor		3	5	5	5	5	5	Romano, Platino, Pino, Ciabu, Lazo
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons		1	4	5	5	5	5	ITSO training, BSABE trainings
	Convenor/Organizer	Convenor/Organizer		1	1	5	5	5	5	HACCP (BSABE students)
	Consultancy	Consultant								
	Evaluator	Evaluator								

	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	<b>PI 8.</b> 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*	<b>A 44.</b> 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	100% compliant	5	5	5	5.00	
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations								
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	no complaint	no complaint	5	5	5	5.00	
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> 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							
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
									138.35	
<b>Total Over-all Rating</b>										

Average Rating (Total Over-all rating divided by 4)	4.94
Additional Points	
Approved Additional Points (with copy of approval)	
FINAL RATING	4.94
ADJECTIVAL RATING	OUTSTANDING

Evaluated & Rated by:

**LYNETTE C. SIMAFRANCA**

Department Head

Date: Feb. 07, 2024

Recommending Approval

**VICTOR B. ASIO**

Dean, CAFS

Date: Feb. 9, 2024

**Comments and Recommendations for  
Development Purpose**

Recommended to attend training relative to PhD courses which she will be handling once the program is offered.

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: 02/12/24



## PERFORMANCE MONITORING FORM

Name of Employee: **INISH CHRIS P. MESIAS**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/ Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as prepares and revises learning guides, course syllabus.	Very Satisfactory	<ul style="list-style-type: none"> <li>Teaches assigned subject – 1<sup>st</sup> Sem SY 2023-2024</li> <li>Prepares and revises learning materials</li> </ul>	July 2023	December 2023	Impressive	Very Satisfactory	
2	Prepares, gives and checks term exams, quizzes, posttest/pretests, learning tasks.	Very Satisfactory	<ul style="list-style-type: none"> <li>1<sup>st</sup> Sem SY 2023-2024</li> </ul>	July 2023	December 2023	Impressive	Very Satisfactory	
3	Submits grade sheets within prescribed period and make herself available for student consultation and approves manuscripts.	Very Satisfactory	<ul style="list-style-type: none"> <li>Grades for midterm and final for 1<sup>st</sup> Sem SY 2023-2024</li> <li>Consultation as thesis adviser for 1<sup>st</sup> Sem SY 2023-2024</li> <li>Consultation as academic adviser for 1<sup>st</sup> Sem SY 2023-2024</li> </ul>			Impressive	Very Satisfactory	
4	Performs research and/or extension functions, among others the following: a. Implements duly approved research/extension projects within time frame, b. Prepares and prepares reports within the prescribed period	Very Satisfactory	July- December 2023			Impressive	Very Satisfactory	
5	Attends meetings and performs function as faculty member	Very Satisfactory	July- December 2023			Impressive	Very Satisfactory	
6	Performs other functions	Very Satisfactory	July- December 2023			Impressive	Very Satisfactory	

\*Either very impressive, impressive, needs improvement, poor, very poor

\*\*Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

  
**LYNETTE C. CIMAFRANCA**  
 Unit Head

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee : **INISH CHRIS P. MESIAS**

Performance Rating : **Outstanding**

Aim: To improve teaching capability of faculty member.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2023

Target Date: December 2023

First Step:

Prepare publication for submission to international refereed journal and submit application for PhD

Result:

Paper ready for submission in referred journal and PhD application submitted.

Date: January 2023

Target Date: December 2023

Next Step:

Participation to trainings relative to PhD courses she will be handling once the program is offered.

Outcome:

Enhance teaching capability in BS and MSFST courses as well as soon to be offered PhD courses.

Final Step/Recommendation:

Deploy Ms. Mesias to graduate studies abroad (PhD).

Prepared by:



**LYNETTE G. CIMAFRANCA**  
Unit Head

Conforme:



**INISH CHRIS P. MESIAS**  
Ratee