

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LUCIA M. BORINES

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)			
b. Students (0%)			
Total for Instruction	75%	4.97	3.73
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	4.87	0.24
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	10%	4.93	0.49
4. Administration	10%	5.0	.50
5. Production			
TOTAL			4.96


EQUIVALENT NUMERICAL RATING: 4.96

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.96

ADJECTIVAL RATING: OUTSTANDING

Prepared by:


LUCIA M. BORINES
Name of Faculty

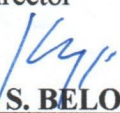
Reviewed by:


JESUSITO L. LIM
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LUCIA M. BORINES 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, 2020.

Lucia M. Borines
LUCIA M. BORINES
 Professor VI
 Date:

Approved: *[Signature]*
JESUSITO L. LIM
 Department Head
 Date:

[Signature]
VICTOR B. ASIO
 College Dean
 Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	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										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE			No graduate course handled during 2nd sem 2019-2020					
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	1	5 Graduate students - Melvince Martirez, Roselyn Andamon, Lorelyn Tagaban, Jeannette Edaño and Reymone Gavileño	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	Melvince Martirez	5	4	5	4.67	
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	1	(2) Horti. Graduate students - Whilma Tuyan and Ivy Valida	5	5	5	5.0	

		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	(7) (5 advisees 2 as GAC member)	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	1*						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	(1) - Expanded Syllabus for PPAT215 (finished but still needs formatting); started of PPAT281	5	4	5	4.67	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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 either Moodle or Google Classroom							
	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	1	9 (Processed enrollments of 5 graduate student advisees, and DOST accomplishment reports of 4)	5	5	5	5.0	
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 courses assigned	4	37.7	5	5	5	5.0	
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	(8)- (7 for CPRT22 and 1 for PPRT197	5	5	5	5.0	

		A11. 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	2	5	5	5	5.0	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	(5) Moodle, TOS Training, Discord, On-boarding and SUC-ACAP for agriculture reviewers	5	5	5	5.0	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	(2) midterm exams administered for 7 CPRT22 lecture and PPRT197	5	5	5	5.0	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	(8) CPRT22-6 quizzes and PPRT197 -2 quizzes	5	5	5	5.0	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	(54) exercises for PPRT197, one assignment paper for 300+ CPRT22 students	5	5	5	5.0	
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	2	(13) BSA Students	5	5	5	5.0	
		A17. Number of students advised on thesis/ field practice/special problem:		1	(2) Annalyn Cortel and Kimberly Cruz	5	5	5	5.0	
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	(2) Annalyn Cortel and Kimberly Cruz	5	5	5	5.0	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5*	~200 students of CPrt22 and PPRT197 and 5 graduate students through emails	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							
		A20. Number of Student organizations assisted on student related activities	Assists 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 :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	(2) CPRT22 and PPRT197 in Moodle	5	5	5	5.0	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	(10) 1 Power Point, 2 video clips for CPRT22 and 5 PowerPoint and 2 video clips for PPRT197	5	5	5	5.0	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	(14) 8 CPRT 22 and 6 PPRT197)	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	-	(2) CPRT22 and PPRT197	5	5	5	5.0	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	(2) CPRT22 and PPRT197	5	5	5	5.0	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:		-	(2) CPRT22 and PPRT197	5	5	5	5.0	
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	(7) Prepared 2 Abridged syllabi, 2 TOS, updated CV, PDS and PDF	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							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	(13) processed enrolment of academic advisees)	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 *	Conducted research for possible utilization by industry or other beneficiaries	1	(2) Results of jackfruit and vegetable projects are now utilized by farmers	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							
	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-referred 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>		1	(2) published in ATR, 1 being peer-reviewed	5	5	5	5.0	
		<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 *	Prepares, submits and presents research paper in scientific fora/conferences							
		<i>In int'l fora/conferences</i>		1	(1) in AGR 2020 Global Virtual Conference	5	4	5	4.67	
		<i>In nat'l/regional fora/conferences</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares 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								
		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	(1) Science and Humanities Journal of the Graduate School	5	4	5	4.67	
		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	1	(3) participations in virtual international research conferences (FFTC of Taiwan, Agri 2020, Elsevier Scholarly publishing)	5	5	5	5.0	

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	(2 (DA and ATI)	5	5	5	5.0
	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	1	(2) 1 radio broadcast with 266 and 1 ATI virtual training with 15 participants	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	Implements duly approved extension projects	1	(1) -PDDL	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	100% (for virtual training only, no evaluation for radio broadcast	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	20 (2 for thesis advisees and 18 for methods of	5	5	5	5.0
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	1 journal article	5	4	5	4.67
	Resource Persons	Resource Persons		1	2 (ATI-sponsored trainings)	5	5	5	5.0
	Convenor/Organizer	Convenor/Organizer							
	Consultancy	Consultant		1	(5) on plant disease problems via email, fb and phone calls)	5	5	5	5.0
	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	1	(5) Consultations via email, fb and phone calls	5	5	5	5.0	
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 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		zero non-conformity					
		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							
		On program accreditations								
		On institutional accreditations	ISO 2015:901 related		90% compliant					
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		Zero % complaint (as PDDL head)					
	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	1	(90) ISO-related documents (eg. Citizen's charter, function chart, equipment operation and maintenance, etc.	5	5	5	5.0	

		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	1	(4) consultations via emails and phone calls, microbial analysis for 17 samples from DA a request from a PhD student for his DNA samples	5	5	5	5.0	
	Total Over-all Rating					205	199	205	203.02	
	Average Rating								4.951	
	Adjectival Rating									OUTSTANDING

*Use; for
best doing
job mark
outstanding*

Evaluated & Rated by:

JESUSITO L. LIM

Department Head

Date:

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 1/28/21

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Lucia M. Borines

Performance Rating: Outstanding

Aim: None

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step:

Result:

Date: _____ Target Date: _____


Next Step:

Outcome: _____

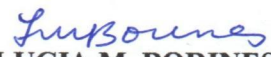
Final Step/Recommendation:

Has been doing her job outstandingly.

Prepared by:


JESUSITO L. LIM
Unit Head

Conforme:


LUCIA M. BORINES
Name of Ratee Faculty/Staff