



Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: Norberto E. Milla


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.94 \times 50\% = 2.47$	
b. Students (50%)		$4.67 \times 50\% = 2.34$	
Total for Instruction	85%	4.81	4.01
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		$5.00 \times 100\% = 5.00$	
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			4.84

EQUIVALENT NUMERICAL RATING: 4.84
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.84

ADJECTIVAL RATING: **Outstanding**

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

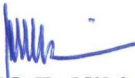
Reviewed by: 
MAYANN E. FALEN
OIC Head, DepStat


Recommending Approval: 
MA. THERESA P. LORETO
Dean, CAS


Approved: 
BEATRIZ S. BELONIAS
Vice President Academic Affairs

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 July - December 2021.


NORBERTO E. MILLA, JR.
 Professor III
 Date:

Approved:

MAY ANN E. PALEN
 OIC-Department Head
 Date:


MA. THERESA P. LORETO
 Dean, CAS
 Date: Jan. 13, 2022

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	Teach Stat 221 (Social Science Statistics)	8	2.22	5	5	5	5.00	Only have 4 students in the class
	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	As designated consulting statistician for graduate students, paritucularly PhD students	1	2	5	5	5	5.00	Jamillo (PhD Horticulture) and Paul John Yare (MS AnSci)
	PI9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review								

		On-line ready courseware		1	1	5	5	5	5.00	Stat 221 (refer to V\$UEE)
		Supplemental learning resources								
		Assessment tools								
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor								
		A 7 : Number of virtual classroom created and operational		1	1	5	5	5	5.00	Stat 221 (refer to V\$UEE)
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19								
		Numner of PhD dissertation proposals reviewed for appropriateness of the statistical design	Review the statistical design of PhD dissertation proposals	1	1	5	5	5	5.00	Jamillo (PhD Horticulture)
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 (Stat 121, Stat 131 & Stat 133 in the 1st Sem of AY 2021-2022)	18	7.9	5	5	5	5.00	The no. of students in Stat 121, Stat 131, Stat 133 are 9, 18, and 25, respectively.
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	-	-	-	-	-	Stat 121, Stat 131, and Stat 133
		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							
		A12. Number of trainings attended related to instruction	Attend mandated trainings							

		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	11	5	5	5	5.00	4 long exams in Stat 121 and Stat 131 and 3 long exams in Stat 133
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	16	11	4	4	4	4.00	4 quizzes in Stat 121 and Stat 131, and only 3 in Stat 133
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports, problem sets, and term papers submitted as required	10	15	5	5	5	5.00	6 problem sets/lab reports in Stat 121, 5 in Stat 131, and 4 in Stat 133
	PI 8: Number of students advised: *	A16 . Number of students advised:	Acts as academic adviser to students	12	17	5	5	5	5.00	12 academic advisees
		A17 . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		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	8	5	5	5	5.00	Consultation about their problems sets and quizzes
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO							
		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	1	3	5	5	5	5.00	Stat 121, Stat 131, and Stat 133

			<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>							
		On-line ready courseware		1	3	5	5	5	5.00	Stat 121, Stat 131, and Stat 133
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	2	33	5	5	5	5.00	18 supplemental videos for Stat 121, 7 for Stat 131, and 8 for Stat 133
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	27	5	5	5	5.00	15 for Stat 122 and 12 for Stat 136
		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	3	5	5	5	5.00	Stat 121, Stat 131, and Stat 133
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	3	5	5	5	5.00	Stat 121, Stat 131, and Stat 133
	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							
		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							
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							

	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject 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-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 *	Prepares, submits and presents research paper in scienfic for a/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	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							
		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	Implements 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							
Research Mentoring	Research Mentor								
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons	Resource Persons								
Convenor/Organizer	Convenor/Organizer								
Consultancy	Consultant	Assists in the design and analysis of VSU students thesis and dissertations	2	2	5	5	5	5.00	Jamillo (PhD Horticulture) and Paul John Yare (MS AnSci)
Evaluator	Evaluator	Reviews and evaluates instructional materials in statistics							

	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 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	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

	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							

[illegible]

Average Rating (Total Over-all rating divided by 4)	4.95
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
NUMERICAL RATING	4.95
ADJECTIVAL RATING	Outstanding

Comments/Suggestions for Improvement:

He is an expert in his field and works independently.
He will need to conduct some research in order to properly
utilize his statistical stabilities.

Evaluated & Rated by:

MAY ANN E. PALEN
OIC-Department Head
Date:

Recommending Approval

MA. THERESA P. LORETO
Dean, CAS
Date: Jan. 13, 2022

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 01/21/2012