## Exhibit K

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

Name of Faculty Member:

JUSTINE BENNETTE H. MILLADO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)			
b. Students (50%)			
Total for Instruction	60%	4.97 x 0.6	2.982
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	30%	5.0 x 0.3	1.500
3. Extension			
a. Client/Dir. for Extension (50%)	19 19 19		
b. Dept Head/Center Director (50%)			
Total for Extension	10%	4.93 x 0.1	0.493
4. Administration			
5. Production			
TOTAL			4.975

EQUIVALENT NUMERICAL RATING: 4.975

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.975

ADJECTIVAL RATING:

**OUTSTANDING** 

Prepared by:

JUSTINE BENNETTE H. MILLADO

Name of Faculty

Reviewed by:

ELVIRA L. OCLARIT

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

"Exhibit B"

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>JUSTINE BENNETTE H. MILLADO</u>, a faculty member of the <u>DEPARTMENT OF PEST MANAGEMENT</u> 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 OC<u>TOBER - DECEMBER 2021</u>.

JUSTINE BENNETTE H. MILLADO

Instructor III

Date:

Approved:

ELVIRA L. OCLARIT

Department Head

Date:

**VICTOR B. ASIO** 

College Dean

Date:

									Rating	9	REMARKS
MFO No.	Description of MFO's/PAPs Success/ Performance Indicators (PI)  FO 1. ADVANCED EDUCATION SERVICES	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishm ent	Quality	Eficiency	Timeliness	Average	(Indicators in percentage should be supported with numerical values in numerators and	
UMFO 1	ADVANCED EDUC	CATION SERVICES									
OVPI ME	O 2. Graduate Stu	dent Management									
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE		Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students		1	5	5	5	5.00	
		A3. Number of students advised on thesis/special problem/dissertation									

	As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript		1	5	5	5	5.00	
	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	2	5	5	5	5	5.00	
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	5	5	5	5.00	
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof		1	5	5	5	5.00	
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	5	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				700			
	A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom							
<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	1	2	5	5	5	5.00	
MFO 2. HIGHER EDUCATI										
OVPI UMFO 3. Higher Educ										
PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE		Handles and teaches courses assigned	2	3	5	4	5	4.67	
	A10 . Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	1	2	5	5	5	5.00	
	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							
	A12 . Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings		1	5	5	5	5.00	

	A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	2	8	5	5	5	5.00
	A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	3	4	5	4	5	4.67
	A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	20	576	5	5	5	5.00
PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviser to students	1	6	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		1	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	56	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 related activities							
instructional	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	5	5	5	5.00	
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	14	5	5	5	5.00	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	8	5	5	5	5.00	
	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							
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	2	5	5	5	5.00	

PI 11. Addition	nal 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	2	9	5	5	5	5.00	
	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	4	5	5	5	5.00	
MFO 3. RESEARCH									
PI 1. Number or research output the last three (3 years utilized by industry or by o beneficiaries *	ts in outputs in the last three (3) years utilized by the industry or by other	Conducts research for possible utilization by industry or other beneficiaries	1	2	5	5	5	5.00	
Pl 2. Number or research output completed within year *	ts outputs completed within	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%) *		Writes publishable materials out of research outputs and submits for publication							
	In refereed int'l journals			1	5	5	5	5.00	
	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 scienfic for a/conferences							
	In int'l fora/conferences			1	5	5	5	5.00	
	In nat'l/regional fora/conferences			1	5	5	5	5.00	
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	1	2	5	5	5	5.00	
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		Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper		1	5	5	5	5.00	
		A 34. Number of UMs submitted to ITSO, VSU	UM preparation	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 SER	RVICES									
	with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders	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	5	5	5	5.00	
		A 37. Number of trainees weighted by the length of training		Conducts trainings among beneficiaries of technologies for transfer	5	138.5	5	5	5	5.00	

	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	1	1	5	4	5	4.67	
1 C C C C C C C C C C C C C C C C C C C	beneficiaries who rated the training course/s and advisory services as satisfactory or	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	PI 5. Number of technical/expert services	A 40 . Number of technical/expert services as/in:	4	Provides the technical and expert services requested by beneficiaries							
,	Research Mentoring	Research Mentor			1	3	5	5	5	5.00	
1	Peer reviewers/ Panelists	Peer reviewers/Panelists				2	5	5	5	5.00	
	Resource Persons	Resource Persons			1	1	5	4	5	4.67	
	Convenor/ Organizer	Convenor/ Organizer									
	Consultancy	Consultant				1	5	5	5	5.00	
	. Evaluator	Evaluator									

approved *	A 41. Percent of extension proposals approved *		Prepares extension project proposals, submits and follow up its approval for immediate							
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		1	5	5	5	5.00	
UMFO 5. SUPPORT		\$2 A								
	ram and Institutional Ad	creditation Se								
	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	Z€	zero non-conformity				5.00	
	A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as		100% compliar	nt			5.00	
	On program accreditations	Pilot Plant Manager								

	On institutional accreditations	SSF Rootcrop facility							
JMFO 6. General Ad	min. & Support Se	rvices							
Pl 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients	Zero% complaints	5	5	5	5.00	
Pf 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						
	A 48.Other outputs implementing the new normal due to covid 19		Designs administration/managemen t related activities and other outputs to implement new normal						
Total Over-all Rating								203.68	
Average Rating								4.97	
Adjectival Rating									

Evaluated & Rated by:

ELVIRA L. OCLARIT

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>Justine Bennette H. Millado</u> Performance Rating: <u>Outstanding</u>

I TOPOGOG THE VOHELOUIS II	Improve Performance:	tment
•	improve i eriormanee.	
Date:	Target Date:	
	of graduate courses and submit proposals to various agencies	
Result:		
	Target Date:	
Next Step:		
Outcome:		45
Final Step/Recommendate	on:	

Unit Head

Conforme:

JUSTINE BENNETTE H. MILLADO
Name of Ratee Faculty/Staff