

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MEDARDO C. MAGDADARO JR. INSTRUCTOR II

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	50	4.65	2.32
b. Students	30	3.50	1.05
Total for Instruction	80		3.37
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research			
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension			
4. Administration	20	5.00	1.00
5. Production			
TOTAL	100		4.37

EQUIVALENT NUMERICAL RATING: 4.37

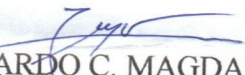
Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.37

ADJECTIVAL RATING: **VERY SATISFACTORY**


Prepared by:

Reviewed by:


  
MEDARDO C. MAGDADARO JR  
Name of Faculty

  
SUZETTE B. LINA  
Department Head

Recommending Approval:

  
VICTOR B. ASIO  
Dean, College of Agriculture and Food Science

Approved by:

  
BEATRIZ S. BELONIAS  
Vice President, Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MEDARDO C. MAGDADARO JR., a faculty member of the DEPARTMENT OF SOIL SCIENCE 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 JANUARY-DECEMBER, 2021 (Accomplishments).

MEDARDO C. MAGDADARO JR

INSTRUCTOR II

Date: June 30, 2021

Approved:

SUZETTE B. LINA

Department Head

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										
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	15	16.91	5	4	4	4.33	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	5	5	5	5	5.00	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	1	5	4	4	4.33	Orientation of faculty on on-line enrollment
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	7	7	5	5	5	5.00	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	18	18	5	4	5	4.67	2 sections x 9 Modules each
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	36	36	5	4	5	4.67	4 sections x 9 lab exercises each






[illegible]


<b>UMFO 4. EXTENSION SERVICES</b>									
<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	zero non-conformity	zero	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	100% compliant	100% compliant	5	5	5	5.00	
<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	Zero % complaint	Zero % complaint	5	5	5	5.00	
<b>Average</b>								5.00	
<b>Total Over-all Rating</b>									
<b>Average Rating</b>								4.37	
<b>Adjectival Rating</b>								<b>Very Satisfactory</b>	

<b>Average Rating (Total Over-all Rating divided by 4)</b>		4.37
<b>Additional Points:</b>		
<b>Punctuality</b>	XX	
<b>Approved Additional points (with copy of</b>	XX	
		4.37
		<b>VERY SATISFACTORY</b>

<b>Comments and Recommendations for Development Purpose:</b>
1) He should start applying for admission & scholarship for PhD program in other university.
2) Write article for publication (MS thesis)

Evaluated & Rated by:   
**SUZETTE B. LINA**  
 Department Head  
 Date: 

Recommending Approval  
  
**VICTOR B. ASIO**  
 Dean, CAFS  
 Date:

Approved by:   
**BEATRIZ S. BELONIAS**  
 Vice President for Instruction  
 Date: 8/4/21

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MEDARDO C. MAGDADARO

Performance Rating: VERY SATISFACTORY

Aim: To sustain outstanding performance of the department

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: January 2021 Target Date: June 2021

First Step:

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Revise/update Instructional Materials

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Attend national and international scientific forum

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Result:

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Prepared course syllabi for new courses handled

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Date: July 2021 Target Date: December 2021

Next Step:

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Write scientific proposals for future research

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Collaborate other institutions for research and extension projects


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Outcome: Submit scientific proposals to other institutions for possible collaboration.


Final Step/Recommendation:

If proposal is approved and budget is ready, then implementation will follow.

Prepared by:

  
SUZETTE B. LINA  
Unit Head

Conforme:

  
MEDARDO C. MAGDADARO  
DSS Faculty