Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

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

| Program Involvement | Percentage Weight | Numerical Rating | Equivalent | | |
|---|-------------------|------------------|------------------|--|--|
| (1) | of Involvement | | Numerical Rating | | |
| (1) | (2) | (3) | (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 | | | 5.57 | | |
| 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 | | 5.00 | 1.00 | | |
| TOTAL | 100 | | 4.37 | | |

EQUIVALENT NUMERICAL RATING:

4.37

Add: Additional Points, if any:

4.37

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

Reviewed by:

MEDARDO C. MAGDADARO JR

Name of Faculty

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

Approved:

MEDARDO C. MAGDADARO JR

INSTRUCTOR II Date:June 30, 2021 SUZETTE B. LINA

Date:

| MFO No. | Description of MFO's/PAPs | Success/ Performance Indicators (PI) |) Tasks Assigned | Target | Actual Accomplishment | Π | | Rating | ı | REMARKS (Indicators in percentage should be |
|------------|---|--|---|--------|--------------------------|---------|-----------|------------|---------|--|
| | | | | | Accomplishment | Quality | Eficiency | Timeliness | Average | supported with numerical values in numerators and denominators) |
| UMFO | 1. ADVANCED EDUCATION SEI | RVICES | | | | | | | | |
| OVPI N | MFO 2. Graduate Student Manag | ement Services | | | | | | | | |
| UMFO | 2. HIGHER EDUCATION SERVIC | ES | | | | | | | | |
| OVPIL | JMFO 3. Higher Education Manag | ement 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 | |
| | | <u>A12</u> . 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 |

| | PI 8: Number of students advised: * | A16. Number of students advised: | Acts as academic adviserto students | 10 | 20 | 5 | 5 | 4 | 4.67 | |
|---|---|--|--|----|----|---|---|---|------|------------------|
| | | As SRC Chairman | Advises, and corrects research outline and thesis/SP manuscript | 2 | 2 | 5 | 5 | 5 | 5.00 | Oclinaria, Monte |
| | | As SRC Member | Advises and corrects research outline and thesis/SP manuscript | 2 | 2 | 5 | 5 | 5 | 5.00 | Oclinaria, Monte |
| | | <u>A18</u> . Number of students entertained for consultation purposes | Entertains students consulting on subject taught, thesis and grades | 10 | 20 | 4 | 5 | 5 | 4.67 | |
| | PI 9: Number of student organizations advised/ assisted * | <u>A19</u> . Number of Student organizations advised | Advises student organizations recognized by USOO | 1 | 1 | 4 | 4 | 4 | 4.00 | |
| | | A20 . Number of Student organizations assisted on student related activities | Assists student organizations in implementing student related activities | 1 | 1 | 4 | 4 | 4 | 4.00 | |
| | 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 | 1 | 5 | 4 | 5 | 4.67 | SS 24 |
| | | On-line ready courseware | Prepares Instructional module/laboratory guide/workbook or a combination thereof | 6 | 6 | 5 | 5 | 5 | 5.00 | |
| | | Supplemental learning resources | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 6 | 6 | 5 | 4 | 5 | 4.67 | |
| | | Assessment tools | Prepares assessment tools such as long exam, quizzes, problems sets, etc. | 7 | 7 | 4 | 5 | 4 | 4.33 | |
| | | A 24 : Number of virtual classroom created and operational | Creates virtual classroom using either Moddle or Google Classroom | 6 | 6 | 5 | 5 | 5 | 5.00 | |
| - | Average | | | | | | | | 4.65 | |
| | TPES rating | | | | | | | | 3.50 | |

(4)

| JMFO | 4. EXTENSION SERVICES | | | | | | | | | |
|--|--|--|---|-------------------------|------------------|---|---|---|-------------|--------|
| JMFO | 5. SUPPORT TO OPERATIONS | | | | | | | | | |
| | OVPI MFO 4. Program and Institutional Accreditation Services | | | | | | | | | |
| | P1 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 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 | zero non- conformity | zero | 5 | 5 | 5 | 5.00 | |
| | | 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 | |
| JMF | O 6. General Admin. & Su | pport Services (GASS) | | | | | | | | |
| | Pl 2. Zero percent complaint from clients served | | Provides customer friendly frontline services to clients | Zero % complaint | Zero % complaint | 5 | 5 | 5 | 5.00 | |
| | Average | | | | | | | | 5.00 | |
| | Total Over-all Rating | | | | | | | | | |
| and the local division in the local division | Average Rating | | | | | | | | 4.37 | |
| | Adjectival Rating | | | | | | | | Very Satisf | actory |

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

Comments and Recommendations for Development Purpose:

i) He should start applying for admission escholarship for PhD program in other university. b) 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

8/4/21

Date:

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:

Revise/update Instructional Materials

Attend national and international scientific forum

Result:

Prepared course syllabi for new courses handled

Date: July <u>2021</u>

Target Date: December 2021

Next Step:

Write scientific proposals for future research

Collaborate other institutions for research and extension projects

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