

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: KENNETH O. ECO

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x%) (3) | Equivalent Numerical Rating (2x3) |
|--|---|---|--|
| 16. Instruction | | | |
| y. Head/Dean (50%) | | 4.89x100%= 4.89 | |
| z. Students (50%) | | | |
| Total for Instruction | 100% | 4.89 | 4.89 |
| 17. Research | | | |
| y. Client/Dir. for Research (50%) | | | |
| z. Dept. Head/Center Director (50%) | | | |
| Total for Research | | | |
| 18. Extension | | | |
| aa. Client/Dir. for Extension (50%) | | | |
| bb. Dept Head/Center Director (50%) | | | |
| Total for Extension | | | |
| 19. Administration | | | |
| 20. Production | | | |
| TOTAL | 100% | | 4.89 |

EQUIVALENT NUMERICAL RATING: 4.89
 Add: Additional Points, if any: none
 TOTAL NUMERICAL RATING: 4.89

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

Reviewed by:


KENNETH O. ECO
 Name of Faculty


ANALYN M. MAZO
 Department Head

Recommending Approval:


CANDELARIO L. CALIBO
 Dean/Director


Approved:



BEATRIZ S. BELONIAS
 Vice President

"Exhibit B"
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Kenneth O. Eco, a faculty member of the DEPARTMENT OF BIOLOGICAL SCIENCES commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period JANUARY-JUNE 2020.

Approved:


KENNETH O. ECO
Instructor I
Date: 12/12/20


ANALYN M. MAZO
Department Head
Date: 12/12/20


CANDELARIO L. CALIBO
College Dean
Date: Dec. 21, 2020

| 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 | To handle Biol 192- Biological techniques (Lec); Biol 141n - Systematics (Lec and Lab); Biol 138n - Cell and Molecular Biology (Lab); Biol 141 - Vascular Plant Systematics (Lec and Lab) | 11.7 | 11.7 | 5 | 5 | 5 | 5.00 | Biol 138n, Biol 141 lec, Biol 141 Lab, Biol 141n lec, Biol 141 nlab. |
| | | A10. Number of grade sheets submitted within prescribed period | Prepares gradesheet and submits on or before deadline | 3 | 3 | 5 | 4.5 | 4.5 | 4.70 | Biol 138n, Biol 141 lec, Biol 141n lec |
| | | A13. Number of long examinations administered and checked | Administers and checks long examination for subjects taught | 3 | 3 | 5 | 5 | 4.5 | 4.83 | Biol 138n, Biol 141 lec, Biol 141n lec |
| | | | | | | | | | | |

| | | | | | | | | | | |
|--|---|---|---|----|----|---|---|-----|------|--|
| | | A14. Number of quizzes administered and checked | Prepares and checks quizzes for lec and lab | 5 | | 5 | 5 | 5 | 5.00 | Biol 138n, Biol 141 lec, Biol 141n lec |
| | | A15. Number of lab reports and term papers checked and graded | Checks lab reports and term papers submitted as required | 10 | 5 | 5 | 5 | 4.5 | 4.83 | |
| | PI 8: Number of students advised: * | A16. Number of students advised: | <i>Acts as academic advisor to students</i> | 4 | 10 | 4 | 5 | 5 | 5 | 5.00 |
| | | As SRC Member | Advises and corrects research outline and thesis/SP manuscript | | | | | | | |
| | | As coordinator | Acted as coordinator | | | | | | | coordinator of CWTS |
| | PI 9: Number of student organizations advised/assisted * | A19. Number of Student organizations advised | Advises student organizations recognized by USSO | 1 | 1 | 5 | 5 | 5 | 5.00 | Adviser of OBioS |
| | 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 | 1 | 5 | 5 | 4.5 | 4.83 | |
| | | 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, | | | | | | | |
| | | 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 | | | | | | | |

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 | | | | | | |
| Total Over-all Rating | | | | | | | | | |
| Average Rating | | | | | | | | 44.02 | |
| Adjectival Rating | | | | | | | | 4.89 | |
| | | | | | | | | Outstanding | |

Evaluated & Rated by:

ANALYN M. MAZO
 Department Head, DBS
 Date: *12/12/2022*

Recommending Approval

CALENDARIO L. CALIBO
 Dean, CAS
 Date: *Dec. 21, 2022*

Approved by:

BEATRIZ S. BELONIAS
 Vice President for Academic Affairs
 Date:

Comments & Recommendations for Development Purpose:

Needs to finish his masteral degree.

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Kenneth O. Eco

Performance Rating: Outstanding

Aim: To finish graduate studies

Proposed Interventions to Improve Performance: Conduct and write manuscript

Date: Jan 2020 Target Date: December 2020

First Step: Finish data gathering

Result: All needed data gathered

Date: Jan 2021 Target Date: December 2021

Next Step:

Analyze gathered data and start write up


Outcome:

First draft of manuscript submitted


Final Step/Recommendation:

Manuscript submitted for approval by the panel

Prepared by:


ANALYN M. MAZO
Unit Head

Conforme:


KENNETH O. ECO
Instructor