

Exhibit K

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

Name of Faculty Member: **INISH CHRIS P. MESIAS**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.84x50%=2.42	
b. Students (50%)		4.67x50%=2.34	
Total for Instruction	70%	4.76	3.33
2. Research	20%	4.92	0.98
3. Extension	0%	0.00	0.00
4. Administration	10%	4.00	0.40
5. Production	0%	0.00	0.00
TOTAL			4.71


EQUIVALENT NUMERICAL RATING: 4.71
Add: Additional Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.71

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


INISH CHRIS P. MESIAS
Name of Faculty

Reviewed by:


LORINA A. GALVEZ
Department Head

Recommending Approval:

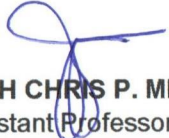

VICTOR B. ASIO
Dean, CAFS

Approved:



BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **INISH CHRIS P. MESIAS**, a faculty member of the DEPARTMENT OF FOOD SCIENCE AND TECHNOLOGY, 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 January-June, 2021.


INISH CHRIS P. MESIAS
 Assistant Professor II
 Date:

Approved: 
LORINA A. GALVEZ
 Department Head
 Date: 7/27/21


VICTOR B. ASIO
 College Dean
 Date: 28 July 2021

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	Handles courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		<i>As GAC Chairman</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<i>AS GAC Member</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript		1	5	5	4	4.67	Espinosa, C.
		A4 . Number of students entertained for consultation purposes	<i>Entertains students seeking consultation with faculty</i>		1	5	5	5	5.00	Espinosa, C.

	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, and reading assignments							
		Assessment tools	Prepares assessment tools							
		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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using Moodle							
	PI 10. 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							
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 FTec 152 (lec and lab), FTec 131 lab		7.5	5	5	5	5.00	FTec 121, FTec 150, FTec 124n
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	1	5	5	4	4.67	
		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	0	4	5	5	4	4.67	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	5	5.00	

	A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	1	5	5	5	5.00	
	A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	25	5	5	5	5.00	
	A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	7	306	5	5	4	4.67	
PI 8 : Number of students advised: *	A16 . Number of students advised:	<i>Acts as academic advisor to students</i>	1						
	A17 . Number of students advised on thesis/ field practice/special problem:								
	<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	1	1	5	5	4	4.67	
	<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	1	1	5	5	4	4.67	
	A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	30	51	5	5	5	5.00	
PI 9 : Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	<i>Advises student organizations recognized by USSO</i>	1	2	5	5	5	5.00	PAFT, LAYF
	A20 . Number of Student organizations assisted on student related activities	<i>Assists student organizations in implementing student related activities</i>	1	1	5	5	5	5.00	PAFT
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						
	<i>On-line ready courseware</i>	<i>Prepares the following: Instructional module laboratory guide/workbook</i>	2	2	5	5	4	4.67	Food Analysis and Food Micro
	Supplemental learning resources	<i>Prepares the following: Power Point presentation Video clips reading assignments</i>	6	16	5	5	5	5.00	Food Analysis and Food Micro
	<i>Assessment tools</i>	Prepares the following: term exam (lec) term exam (lab) quizzes (lec and lab) problems sets (lab) lab reports	14	22	5	5	5	5.00	Food Analysis and Food Micro

		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							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	2	5	5	4	4.67		Food Analysis and Food Micro
	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	1	1	5	5	4	4.67		RQAT
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students								
		A 26 . 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		Food Analysis and Food Micro
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	1	2	5	5	5	5.00		ISP project & DA-BAR Project
	PI 2 . Number of research outputs completed within the year *	A 28 . Number of research outputs completed within the year *	Conducts and completes research project within the year	1	2	5	5	5	5.00		Foodborne Project, DA-BAR Project
	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>		1							
		<i>In refereed nat'l/regional journals</i>		1							
	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>		1						
		<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		1	5	5	4	4.67	DA-BAR Project
	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 <u>duly reviewed paper</u>							
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated <u>out of research output</u>	1						
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal		1	5	5	5	5.00	ISP Project
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 Mentor									
		Peer reviewers/Panelists									
		Resource Persons									
		Convenor/Organizer			1	5	5	5	5.00	Webinar on Food Analysis	
		Consultant		1	1	5	5	5	5.00	DOST Food Safety	
		Evaluator			1	5	5	5	5.00	ITSO	
	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							zero non-conformity	

		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							
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		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							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	Total Over-all Rating								131.70	

Average Rating (Total Over-all rating divided by 4)	4.70
Additional Points	
Approved Additional Points (with copy of approval)	
FINAL RATING	4.70
ADJECTIVAL RATING	OUTSTANDING

Comments and Recommendations for Development Purpose

1. Prepare publication to be submitted in refereed (International and National) journals
2. Fast track your application for PhD abroad.

Evaluated & Rated by:

LORINA A. GALVEZ

Department Head

Date: 7/27/21

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Date: 28 July 2021

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 8/2/2021

PERFORMANCE MONITORING FORM

Name of Employee: **INISH CHRIS P. MESIAS**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/ Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as prepares and revises learning guides, course syllabus.	Very Satisfactory	<ul style="list-style-type: none"> • Teaches assigned subject – March-July (2nd Sem) • Prepares and revises learning guides, course syllabus (January, 2021) 	July 2021 February 2021	July 2021 March 2021	Impressive	Very Satisfactory	
2	Prepares, gives and checks term exams, quizzes, posttest/pretests, learning tasks.	Very Satisfactory	March 2021 – June 2021 (2 nd Sem 2020-2021)			Impressive	Very Satisfactory	
3	Submits grade sheets within prescribed period and make herself available for student consultation and approves manuscripts.	Very Satisfactory	<ul style="list-style-type: none"> • Gradesheets -February 2021 for 1st Sem. SY 2020-2021 • Consultation -January-June 2021 			Impressive	Very Satisfactory	
4	Attends meetings and performs function as member of different committees	Very Satisfactory	Jan. 2021- June 2021			Impressive	Very Satisfactory	
5	Performs other functions	Very Satisfactory	January-June 2021					

*Either very impressive, impressive, needs improvement, poor, very poor

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:


LORINA A. GALVEZ
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : INISH CHRIS P. MESIAS
Performance Rating : **Outstanding**

Aim: To improve teaching capability of faculty member.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2021

Target Date: March 2021

First Step:

Required to prepare publication for submission to international refereed journal and fast track her PhD application abroad.

Result:

Prepared necessary papers/documents for her PhD application.

Date: April 2021

Target Date: June 2021

Next Step:


She will submit the paper and have identified the university for her Graduate Study.

Outcome:

Final Step/Recommendation:

Ms. Mesias should submit a paper in an International refereed journal and should submit the necessary documents needed by the university for her PhD application.

Prepared by:


LORINA A. GALVEZ
Unit Head

Conforme:


INISH CHRIS P. MESIAS
Ratee