

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: ROCHELLE C. OLANA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.93 \times 0.5 = 2.465$	
b. Students (50%)		$4.0 \times 0.5 = 2.0$	
Total for Instruction	60%	4.465	2.679
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	40%	4.89	1.956
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
TOTAL			4.635

EQUIVALENT NUMERICAL RATING: 4.635

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.635ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

  
**ROCHELLE C. OLANA**

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, ROCHELLE C. OLANA, a faculty member of the DEPARTMENT OF PEST MANAGEMENT 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 JULY- DECEMBER, 2022.

  
**ROCHELLE C. OLANA**

Instructor I

Date:

Approved:

  
**ELVIRA L. OCLARIT**

Department Head

Date:

  
**VICTOR B. ASIO**

College Dean

Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical
							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 subjects/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									
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript							



		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<b>A4</b> . Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty							
	<b>PI 9:</b> Number of instructional materials developed *	<b>A5</b> . 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, reading assignments depending on course taught							
Assessment tools				Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
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							

		<i>A 7 : Number of virtual classroom created and operational</i>		<i>Creates virtual classroom using either Moodle or Google Classroom</i>							
	<i>PI 10 . Additional outputs:</i>	<i>A 8. Other outputs implementing the new normal due to covid 19</i>		<i>Designs experiential learning activities and other outputs to implement new normal</i>							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>											
<b>OVPI UMFO 3. Higher Education Management Services</b>											
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE		<i>Handles and teaches courses assigned</i>	3	37.3	5	5	5	5.0	
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	1	32	5	5	5	5.00	
		<b>A 11 .</b> 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							
		<b>A12.</b> Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	1	2	5	4	5	4.67	
		<b>A13.</b> Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	2	8	5	5	5	5.0	
		<b>A14.</b> Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	10	45	5	5	5	5.0	



		<b>A15 . Number of lab reports and term papers checked and graded</b>		Checks lab reports and term papers submitted as required	10	27	5	5	5	5.0	
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:		<i>Acts as academic adviser to students</i>	4	18	5	5	5	5.00	
		<b>A17 . Number of students advised on thesis/ field practice/special problem:</b>			1	4	5	5	5	5.00	
		<i>As SRC Chairman</i>	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript							
		<i>As SRC Member</i>	Advising/correction	Advises and corrects research outline and thesis/SP manuscript							
		<b>A18 . Number of students entertained for consultation purposes</b>		Entertains students consulting on subject taught, thesis and grades	5	8	5	5	5	5.0	
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19 . Number of Student organizations advised</b>		<i>Advises student organizations recognized by USSO</i>							
		<b>A20 . Number of Student organizations assisted on student related activities</b>		<i>Assists student organizations in implementing student related activities</i>							
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> 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	4	5	4.67	
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	2	5	4	5	4.7	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	8	5	5	5	5.0	
		<b>A 23</b> : 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							
		<b>A 24</b> : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom							
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> 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							
		Agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							



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	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> 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	
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)									
		<b>A 33.</b> 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	2	5	5	5	5.00	
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>											
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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							



[illegible]

	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *		Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *									
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19		Designs extension related activities and other outputs to implement new normal							
<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	5	5	5	5.0		
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	5	5	5	5.00		



		On program accreditations	Pilot Plant Manager								
		On institutional accreditations	SSF Rootcrop facility incharge								
<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	5	5	5	5.00		
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> 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							
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19		Designs administration/manage ment related activities and other outputs to implement new normal							
	<b>Total Over-all Rating</b>								88.68		
	<b>Average Rating</b>								4.93		
	<b>Adjectival Rating</b>								OUTSTANDING		

Evaluated & Rated by:

*Elvira L. Oclarit*  
ELVIRA L. OCLARIT

Department Head

Date:

Recommending Approval

*Victor B. Asio*  
VICTOR B. ASIO

Dean, CAFS

Date:

Approved by:

*Beatriz S. Belonias*  
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

*Make research proposals  
to have more  
funded research*

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROCHELLE C. OLANA

Performance Rating: OUTSTANDING

Aim: To have more funded research.

Proposed Interventions to Improve Performance:

Date: \_\_\_\_\_ Target Date: \_\_\_\_\_

First Step: To make research proposal.

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Result:

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Date: \_\_\_\_\_ Target Date: \_\_\_\_\_

Next Step:

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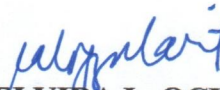
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Outcome: Research proposal made.


Final Step/Recommendation:

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Prepared by:

  
**ELVIRA L. OCLARIT**  
Unit Head

Conforme:

  
**ROCHELLE C. OLANA**  
Name of Ratee Faculty/Staff