SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MALVIN DATAN

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		-	
b. Students (50%)			
Total for Instruction	40%	4.57	1.83
2. Research			
a. Client/Dir. for Research (50%)		-	
b. Dept. Head/Center Director (50%)		-	
Total for Research	30%	3	0.9
3. Extension			
a. Client/Dir. for Extension (50%)		-	
b. Dept Head/Center Director (50%)		-	
Total for Extension			
4. Administration	30%	5	1.5
5. Production			
TOTAL			4.23

EQUIVALENT NUMERICAL RATING: 4.23
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.23

ADJECTIVAL RATING: Outstanding

Prepared by: Reviewed by:

MALVIN B. DATAN   **ROSARIO A. SALAS**
Name of Faculty   Department Head

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MALVIN B. DATAN, a faculty member of the DEPARTMENT OF HORTICULTURE 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-June, 2021.

Approved:

MALVIN B. DATAN
Part time instructor
Date: 07/26/21

ROSARIO A SALAS
Department Head
Date: 07/27/21

VICTOR B. ASIO
College Dean
Date: 7/27/21

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	Eficiency	Timelines s	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							
		A4 . Number of students entertained for consultation purposes	*Entertains students seeking consultation with faculty*							
	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 resentation, 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								
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom								
	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 courses assigned		30	44.3	5	5	5	5		
	A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline		2	2	4	4	4	4		
	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									
	A12 . Number of trainings attended related to instruction	Attend mandated trainings		1	1	4	4	4	4		
	A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught		6	6	4	4	4	4		
	A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab		16	23	5	5	5	5		
	A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required		300	570	5	5	5	5		
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students		1	2	5	5	5	5		

		A17. Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0	0					
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	2	4	4	4	4	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	200	244	4	4	4	4	
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	0	0					
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	0					
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	4	4	4	4	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	8	12	5	5	5	5	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	30	44	5	5	5	5	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	20	27	5	5	5	5	
		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							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	5	6	5	5	5	5.	

PI	Activity	Description									
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 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									
	A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal									

UMFO 3 . RESEARCH SERVICES

PI	Activity	Description									
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									
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									
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									
	In refereed int'l journals		1		0		3	3	3	3	
	In refereed nat'l/regional journals		1		0		3	3	3	3	
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 conferences	1		0		3	3	3	3	
	In int'l fora/conferences										
	In nat'l/regional fora/conferences										
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									
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)										

PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted 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 duly reviewed paper								
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output								
	A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal								

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	Implementes 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 Mentoring	Research Mentor									
Peer reviewers/Panelists	Peer reviewers/Panelists									
Resource Persons	Resource Persons									

	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	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 (extn. 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 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	5	5	5	5	
		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		100% compliant	5	5	5	5	
		On program accreditations								
		On institutional accreditations								

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	5	5	5	5	
	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 performfing functions resulting to best practice							

		A 48.Other outputs implementing the new normal due to covid 19	signs administration/management related activities and other outputs to implement new normal								
	Total Over-all Rating										
	Average Rating										4.4
	Adjectival Rating										OUTSTANDING

Evaluated & Rated by:

ROSARIO A. SALAS
Department Head
Date: 07/27/21

Recommending Approval

VICTOR B. ASIO
Dean, _____
Date:

Approved by:

BEATRIZ S. BELONIAS
Vice President for Instruction
Date: 8/13/21

**Comments & Recommendations
for Development purposes**

should pursue PhD

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MALVIN B. DATAN
Performance Rating: OUTSTANDING

Aim: Maintain the outstanding rating
Proposed Interventions to Improve Performance: _____

Date: January 2021   Target Date: June 2021

First Step:

To write and submit scientific paper for publication in refereed journal.

To attend and participate in trainings/seminars/scientific forums.

Prepare module

Result:

Has written and submitted scientific papers for publication.

Attended and participated in trainings/seminars/scientific forums.

Date: January 2022   Target Date: June 2022

Next Step:

To actively participate in all department, college and university activities.

To submit and publish scientific paper in refereed journal.

To attend and participate in trainings/seminars/scientific forums.

Outcome:_____
Final
Step/Recommendation:_____

Prepared by:

ROSARIO A. SALAS
Unit Head

Conforme:

MALVIN B. DATAN
Name of Ratee Faculty/Staff