SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: WENCES REY B. DELA PEÑA (Instructor I)

Program Involvement	Percentage Weight	Numerical Rating	Equivalent
1 Togram myorvement	of Involvement	Numerical Rating	Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean	35	4.82	1.69
b. Students	35	4.75	1.66
Total for Instruction	70		3.35
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	10	4.75	0.48
Total for Research	10		0.48
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	10	4.80	0.48
Total for Extension	10		0.48
4. Administration	10	4.91	0.49
5. Production			
TOTAL	100		4.80

FC	VIIII	ΔΤ	FNT	NIT	IMEI	SIC	I	PA	TING:
	OIV.		LIVI	TAG	TIAIT	ULI		$I \setminus A$	LIIVI.

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.80

4.80

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

VENCES REY B. DELA PEÑA

Name of Faculty

Reviewed by:

DIONESIO M. BAŇOC Department Head

Recommending Approval:

VICTOR B. ASIO

Dean, College of Agriculture and Food Science

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, WENCES REY B. DELA PENA, a faculty member of the <u>DEPARTMENT OF AGRONOMY</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>JULY to DECEMBER 2023.</u>

WENCES REY B. DELA PENA

Instructor I
Date: Jan. 15, 2029

Approved:

DIONESIO M. BAÑOC

Department Head
Date: Jan. 16, 2024

VICTOR B. ASIC

College Dean

Date: Jan. 24, 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment		F	Rating		REMARKS (Indicators in percentage should
					•	Quality	Eficiency	Timeliness	Average	be supported with numerical values in numerators and denominators)
UMFO	1. ADVANCED EDUCATION	ON SERVICES								
OVPI I	MFO 2. Graduate Student	Management Services								
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1	1	4.7	4.8	4.8	4.77	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	0	1	4.8	4.8	4.8	4.80	CASTILLON, MARIFE CAGATAN
		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							
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty					ž		
	PI 9: Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							

	T	T	D 1 1 1 1 1							T
			Prepares Instructional							
		On-line ready courseware	module/laboratory							
		On-mie ready courseware	guide/workbook or a							
			combination thereof							
			Prepares Power Point							
			presentation, video clips,							
		Supplemental learning resources	movie clips, reading							
		Supplemental learning resources	assignments depending on							
			course taught Prepares assessment tools			_				
			such as long exam, quizzes,							
		Assessment tools	problems sets, etc.							
		A 6 : Number of on-line course ware	Submits the course ware							
		reviewed by TRP & edited by	duly reviewed by TRP for							
		MMDC editor	editing by MMDC editor							
-			Creates virtual classroom	2	1	4.5	4.7	4.8	4.67	AGRO 144e
		A 7 : Number of virtual classroom	The second secon							
		created and operational	using either Moddle or							
			Google Classroom							
			Designs experiential							
	DI 40 Additional autoutos	A 8. Other outputs implementing the	learning activities and other							
	PI 10 . Additional outputs:	new normal due to covid 19	outputs to implement new							
			normal							
JMFO :	2. HIGHER EDUCATION S	ERVICES								
OVPI U	MFO 3. Higher Education	Management Services								
	PI 5: Total FTE,	A9. Actual Faculty's FTE	Handles and teaches	10.44	14.1	4.8	4.8	4.8	4.80	AGRO 197, AGRO 144,
	coordinated, implemented	Tio. Florada Fabrilly 9 F F E	courses assigned							AgSc11, CpSc21
	and monitored *		courses assigned							
	and monitored					1				1
			December 1			10	4.0	4.0	4.07	AGRO 197 AGRO 144
		A10 . Number of grade sheets	Prepares gradesheet and	2	4	4.9	4.9	4.8	4.87	AGRO 197, AGRO 144, AgSc11, CpSc21
		A10 . Number of grade sheets submitted within prescribed period	submits on or before	2	4	4.9	4.9	4.8	4.87	
		submitted within prescribed period	submits on or before deadline	2	4	4.9	4.9	4.8	4.87	
		submitted within prescribed period A 11 Number of INC forms with	submits on or before deadline Facilitates students in their	2	4	4.9	4.9	4.8	4.87	
,		submitted within prescribed period A 11 Number of INC forms with grade submitted within prescribed	submits on or before deadline Facilitates students in their completion of the subject and	2	4	4.9	4.9	4.8	4.87	
,		submitted within prescribed period A 11 Number of INC forms with	submits on or before deadline Facilitates students in their	2	4	4.9	4.9	4.8	4.87	
		submitted within prescribed period A 11 Number of INC forms with grade submitted within prescribed	submits on or before deadline Facilitates students in their completion of the subject and submits completion forms with	2	4	4.9	4.9	4.8	4.87	
		submitted within prescribed period A 11 Number of INC forms with grade submitted within prescribed period	submits on or before deadline Facilitates students in their completion of the subject and submits completion forms with	2	1	4.9	4.9	4.8	4.87	AgSc11, CpSc21 SUC-ACAP Biennial
,		submitted within prescribed period A 11 Number of INC forms with grade submitted within prescribed period	submits on or before deadline Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							AgSc11, CpSc21
,		submitted within prescribed period A 11. Number of INC forms with grade submitted within prescribed period A12. Number of trainings attended	submits on or before deadline Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period			4.9	4.9	4.8		AgSc11, CpSc21 SUC-ACAP Biennial
		submitted within prescribed period A 11 Number of INC forms with grade submitted within prescribed period A 12 Number of trainings attended related to instruction	submits on or before deadline Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period Attend mandated trainings							AgSc11, CpSc21 SUC-ACAP Biennial
,		submitted within prescribed period A 11. Number of INC forms with grade submitted within prescribed period A12. Number of trainings attended	submits on or before deadline Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	0	1	4.9	4.9	4.9	4.90	AgSc11, CpSc21 SUC-ACAP Biennial Conference
,		submitted within prescribed period A 11. Number of INC forms with grade submitted within prescribed period A12. Number of trainings attended related to instruction A13. Number of long examinations	submits on or before deadline Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period Attend mandated trainings Administers and checks	0	1	4.9	4.9	4.9	4.90	AgSc11, CpSc21 SUC-ACAP Biennial Conference
		submitted within prescribed period A 11. Number of INC forms with grade submitted within prescribed period A12. Number of trainings attended related to instruction A13. Number of long examinations	submits on or before deadline Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period Attend mandated trainings Administers and checks long examination for	0	1	4.9	4.9	4.9	4.90	AgSc11, CpSc21 SUC-ACAP Biennial Conference AgSc11 = 2 AGRO 197 = 2, AGRO 144
		submitted within prescribed period A 11 Number of INC forms with grade submitted within prescribed period A 12 Number of trainings attended related to instruction A 13 Number of long examinations administered and checked	submits on or before deadline Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period Attend mandated trainings Administers and checks long examination for subjects taught	0	1 2	4.9	4.9	4.9	4.90	AgSc11, CpSc21 SUC-ACAP Biennial Conference AgSc11 = 2

	A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	263	4.9	4.9	4.8	4.87	AGRO 197 = 4 (18), AGRO 144 = 5(3), CpSc 21 = 4(3
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	2	11	4.9	4.9	4.9	4.90	GERALDINE D. DAYON, FATIMA N. JACA, JOVIE ANGELA A. BEREZO, PAMELA D. DUMANDAN, MONIE M. RAMOS, RAPHAEL ANGELO C. RECREO, NIKKI DATWIN R. REGIS, JEANNE P. IANA, JEFF MATTHEW M ZAMORA, and ANGELITO I. DAING
	<u>A17</u> . Number of students advised on thesis/ field practice/special problem:		0	4	4.9	4.9	4.9	4.90	PAMELA D. DUMANDAN, ANGELITO I. DAING, JUDYVEE V. ASPIRIN, an LOVELY ROSE R. SILVANO
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
	A18 Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	7	4.9	4.9	4.9	4.90	PAMELÁ D. DUMANDAN (Thesis), FATIMA N. JACI (Grades), ANGELITO I. DAING (Thesis), CHARLS CASSANDER S. TAMBIS (Agro 144), PAMELA I. IYOG (CPSc21) ASPIRIN, JUDYVEE VARRON (Thesis and subject requirement) and SILVANO, LOVELY ROSE RIVERA (Thesis and subject requirement)
PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	0	1	4.8	4.8	4.9	4.83	Agronomy Majors Association (AMA)
	A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	1	4.9	4.9	4.9	4.90	AMA coastal clean-up driv
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							

Ww. (81)

	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	2	15	4.7	4.7	4.7	4.70	AgSc11 ppt = 3 and 1 reading assignment, Agro 21 ppt = 4, Agro 144 ppt = 5, Agro 144e = 2 reading assignment.
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	2	4.8	4.9	4.8	4.83	Agro 144e midterm and final exam
	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 Moddle or Google Classroom	0	2	4.7	4.7	4.7	4.70	Agro 197 and Agro 144e in VSUe-learning
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							
Average	,				4.81	4.835	4.82	4.82	
				4.75	4.75	4.75	4.75	4.75	
3. RESEARCH SERVICES									
outputs in the last three (3)	last three (3) years utilized by the		0	1	4.7	4.7	4.7	4.70	
	Average TPES rating 3 . RESEARCH SERVICES PI 1. Number of research outputs in the last three (3) years utilized by the industry	Supplemental learning resources Assessment tools A 23: Number of on-line course ware reviewed by TRP & edited by MMDC editor A 24: Number of virtual classroom created and operational PI 11. Additional outputs A 25. Number of Additional outputs accomplished: Program accreditation/evaluation Agency/firm/Industry linkages A 26. Other outputs implementing the new normal due to covid 19 Average TPES rating 3. RESEARCH SERVICES PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	On-line ready courseware On-line ready courseware On-line ready courseware Drepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught Prepares assessment tools Cureates assessment tools such as long exam, quizzes, problems sets, etc. Submits the course ware duly reviewed by TRP for editing by MMDC editor Assessment tools Cureates virtual classroom using either Moddle or Google Classroom PI11 Additional outputs Assessment tools Assessment tools Cureates virtual classroom using either Moddle or Google Classroom Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation Agency/firm/Industry linkages Agency/firm/Industry linkages Agency/firm/Industry linkages Assessment tools Agency/firm/Industry linkages Agency/firm/Industry linkages Agency/firm/Industry linkages Agency/firm/Industry linkages Agency/firm/Industry linkages Agency/firm/Industry linkages Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU Agency/firm/Industry linkages with firms willing to accept OJT students from VSU Agency/firm/Industry linkages with firms willing to accept OJT students from VSU Agency/firm/Industry linkages with firms willing to accept OJT students from VSU Agency/firm/Industry linkages with firms willing to accept OJT students from VSU Agency/firm/Industry linkages with firms willing to accept OJT students from VSU Agency/firm/Industry linkages with firms willing to accept OJT students from VSU Agency/firm/Industry linkages with firms willing to accept OJT students from VSU Agency/firm/Industry linkages with firms willing to accept OJT students from VSU Agency/firm/Industry linkages with firms	On-line ready coursewere Supplemental learning resources Supplemental learning resources Supplemental learning resources Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught Prepares assessment tools such as long exam, quizzes, problems sets, etc. A 23: Number of on-line course ware reviewed by TRP & edited by MMDC editor A 24: Number of virtual classroom created and operational A 24: Number of virtual classroom using either Moddle or Google Classroom Program accreditation/evaluation Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation Agency/firm/Industry linkages 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 Average TPES rating RESEARCH SERVICES P11. Number of research outputs in the least three (3) years utilized by the judustry industry or by other beneficiaries *	On-line ready courseware On-line ready courseware module/laboratory guide/workbook or a combination thereof Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught Assessment tools Assessment tools Assessment tools Assessment tools Assessment tools Assessment tools Assessment tools William Course Ware reviewed by TRP & edited by MMDC editor A21: Number of on-line course Ware reviewed by TRP & edited by MMDC editor A24: Number of virtual classroom created and operational A25: Number of Additional outputs accomplished: Program accreditation/evaluation Prepares assessment tools Submits the course ware duffing by MMDC editor Creates virtual classroom using either Moddle or Google Classroom O 2 Creates virtual classroom using either Moddle or Google Classroom O 2 P111 Additional outputs A 26. Number of Additional outputs accomplished: Program accreditation/evaluation Agency/firm/Industry linkages Ocordinates 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 Average TPES rating A 27. Number of research outputs in the last three (3) last three (3) years utilized by the lougurs in the last three (3) last three (3) years utilized by the lougurs utilized by the industry or other	On-line ready courseware Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught Prepares assessment tools such as long exam, quizzes, problems sets, etc. A23: Number of on-line course ware reviewed by TRP & edited by MMDC editor A24: Number of virtual classroom created and operational A25: Number of Additional outputs accomplished: Prepares accuments and /or program profile and other materials required during program/institutional accreditation and/or evaluation A26: Other outputs implementing the new normal due to covid 19 Average Average A27: Number of research outputs in the outputs in the last three (3) years utilized by the loustry or by other beneficiaries * On-line ready coursewer source of combination thereof the prepare occurrents and for program profile and other materials required during program/institutional accreditation and/or evaluation A26: Other outputs implementing the new normal due to covid 19 Average A27: Number of research outputs in the outputs in the last three (3) years utilized by the least three (3) years utilized by the least three (3) years utilized by the least of the course o	On-line ready courseware module/laboratory guide/workbook or a combination thereof Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course faulable. Assessment tools Assessment too	On-line ready courseware module/laboratory guide/workbook or a combination thereof	On-line ready courseware Module/leboratory guide/workbook or a combination thereof

.

PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject 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	0	1	4.8	4.8	4.8	4.80	
	In refereed int'l journals								
	In refereed nat'l/regional journals								
	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							
	In int'l fora/conferences								
	In nat'l/regional fora/conferences								
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							
	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
	A 33. Number of journal	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							
	ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
	the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
Average					4.75	4.75	4.75	4.75	
4. EXTENSION SERVIC	FS				4.75	4./5	4.75	4.75	

at w

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	0	1	4.8	4.8	4.8	4.80	Act as a component leader in DA extension project.
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		0	1	4.8	4.8	4.8	4.80	Act as a resource person in Rice Production seminar in Brgy. Cabacungan, Dulag, Leyte
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							

€u^V

63

				 					 -
	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						
	Average				4.8	4.8	4.8	4.80	
MF	5. SUPPORT TO C	OPERATIONS							
	OVPI MFO 4. Program ar	nd Institutional Accreditation Servic	es						
	PI 8.Compliance to all	A 44. Compliance to all requirements of	Ensures that all the QMS	zero non-conformity	5	5	5	5.00	
	requirements thru the	theQMS core processes of the	core processes of the						
	established/adequate	university under ISO 9001:2015*	university are complied with						
	implementation,		in the performance of						
	maintenance and		his/her functions as faculty						
	improvement of the QMS of		member						
	the core processes of the								
	College/department under								
	ISO 9001:2015*								
		A 45. Compliance to all requirements of	Prepares required	100% compliant	5	5	5	5.00	
		the program and institutional	documents and complies all						
		accreditations:	requirements as prescribed						
			in the accreditation tools						
		On program accreditations							
		On institutional accreditations							
MFC	6. General Admin	. & Support Services							
	Pl 2. Zero percent	A 46. Customerly friendly frontline	Provides customer friendly	Zero % complaint	5	5	5	5.00	
	complaint from clients	services	frontline services to clients						
	served								
	PI 3: Additional Outputs	A 47. Number of /new initiatives	Initiates/introduces						
		introduced resulting to best practice	improvements in performfing						
		replicated/benchmarked by other	functions resulting to best						
	v v	depts/agencies *	practice						
		, ,							
		A 48.Other outputs implementing	Designs						
		the new normal due to covid 19	administration/management						
			related activities and other						
			outputs to implement new						
			outputs to implement new						
			normal		1	1			

10.7

4 3

	A49.Involvement in department		0	2	4.8	4.9	4.8	4.83	Curriculum and
	committees								Instructional Materi
									Development
									(Member) and
									Department Tree
									Planting Coordinate
	A50. Involvement in University	University Crisis	0	1	4.8	4.8	4.9		Group leader
	Committee	Management Committee							(Quadrant 3
		l lanagement commune							communication tea
	A51. Involvement in University		0	2	4.8	4.8	4.8	4.80	Rice Production
	Income Generation Project								Manager (Patag an
	,								Pangasugan Area)
					10	1017		101	
Average					4.9	4.917	4.92	4.91	
Total Over-all Rating			41.44	353.85					
Average Weighted Rating			3.77	32.17	12.27	12.31	12.28	4.79	
Adjectival Rating									OUTSTANDING

Needs to finish Ph.D. degree and publish articles in sopus, WOS and Act index journals

2- Efficiency

3- Timeliness

4- Average

Evaluated & Rated by

Approved by:

DIONESIO M. BAÑOC

Department Head, Agronomy

Date: Jan. 16, 2024

VIOTOR B. ASIO Dean, CAFS

Date: Jan. 24, 2624

BEATRIZ S. BELONIAS Vice President for Academic Affairs Date: Oah 25, 1014

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: WENCES REY B. DELA PEÑA

Performance Rating: OUTSTANDING

Aim: To get an outstanding rating

Proposed Interventions to Improve Performance

Date: July 2023

Target Date: December 2023

First Step:

To improve teaching strategies,

Attend and present papers in scientific conferences

Result:

Improved teaching strategies; attended and presented paper in scientific

conference

Target Date: December 2023

Next Step:

Attend trainings/seminars/conferences to widen knowledge and experience

Outcome: Attended and presented oral or poster in the conferences

Final Step/Recommendation:

Aim and maintain outstanding rating and publish research paper in refereed

journals

Prepared by

DIONESIO M. BAÑOC

Unit Head

Conforme:

Name of Ratee Raculty/Staff