

Exhibit K

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

Name of Faculty Member: MEDARDO C. MAGDADARO JR. (Instructor II)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	40	4.93	1.97
b. Students	30	5.00	1.50
Total for Instruction	70		3.47
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research			
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	20	5.00	1.00
Total for Extension	20		1.00
4. Administration	10	5.00	0.50
5. Production			
TOTAL	100		4.97

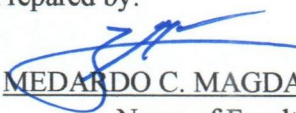
EQUIVALENT NUMERICAL RATING: **4.97**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.97**

ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:


MEDARDO C. MAGDADARO JR
Name of Faculty

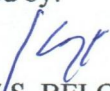
Reviewed by:


SUZETTE B. LINA
Department Head

Recommending Approval:



VICTOR B. ASIO
Dean, College of Agriculture and Food Science

Approved by:


BEATRIZ S. BELONIAS
Vice President, Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MEDARDO C. MAGDADARO JR., a faculty member of the DEPARTMENT OF SOIL SCIENCE 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, 2023 (Accomplishments)


MEDARDO C. MAGDADARO JR
 INSTRUCTOR II
 Date: July 4, 2023

Approved: 
SUZETTE B. LINA
 Department Head
 Date: 8-8-23


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										
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	<i>Handles and teaches courses assigned</i>	15	27.2	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	7	7	5	4.5	5	4.83	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	0	5	5	4.5	4.83	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	14	14	4.5	5	5	4.83	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	1260	1260	5	4.5	5	4.83	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	210	210	5	5	5	5.00	
	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic adviser to students</i>	15	15	5	5	5	5.00	

		A17. Number of students advised on thesis/ field practice/SP:		0						
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	3	5	5	5	5.00	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	2	4.5	5	5	4.83	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	15	15	5	5	5	5.00	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	18	18	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems	20	20	4.5	5	5	4.83	
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	1	1	5	5	5	5.00	
	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	Implemetes duly approved extension projects	1	1	5	5	5	5.00	
UMFO 5. SUPPORT TO OPERATIONS										


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	zero non-conformity	5	5	5	5.00
	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	100% compliant	5	5	5	5.00
	On program accreditations							
	On institutional accreditations							
Average for the Head / Dean								4.93
Averag for the students								5.00
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
Average for Admin								5.00
Total Over-all Rating								93.98
Average Rating								4.98
Adjectival Rating								

Comments and Recommendations for Development
Pupose: He should write research proposals and be active in research


Evaluated & Rated by:


SUZETTE B. LINA
 Department Head
 Date: 9-8-23

Recommending Approval:


VICTOR B. ASIO
 Dean, CAFS
 Date: 8-10-23

Approved by:


BEATRIZ S. BELONIAS
 Vice President for Instruction
 Date: 8-11-23

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MEDARDO MAGDADARO JR

Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: July 2023

Target

Date: Dec 2023

First Step:

Revise/update Instructional Materials

Attend national and international scientific forum

Results:

Revised course syllabi for the course handled

Date: Jan 2024

Target Date: June 2024

Next Step:

Write scientific proposals for future research

Collaborate other institutions for research and extension projects

Outcome:

Final Step/Recommendation:


Prepared by:



SUZETTE B. LINA

Head, DSS

Conforme:


Medardo C. Magdadaro Jr
DSS Faculty