

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: YOLANDA DC. MANGAOANG

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.8	2.4076
b. Students (50%)		4.43	2.215
Total for Instruction	70%	4.6226	3.23582
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	4.67	0.934
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	10%	4.67	0.467
4. Administration			
5. Production			
TOTAL			4.63682

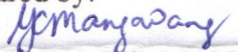
EQUIVALENT NUMERICAL RATING: 4.637

Add: Additional Points, if any:

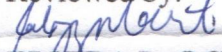
TOTAL NUMERICAL RATING: **4.637**

ADJECTIVAL RATING: OUTSTANDING

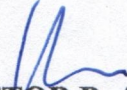
Prepared by:


YOLANDA DC. MANGAOANG
Name of Faculty

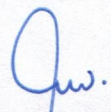
Reviewed by:


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, YOLANDA DC MANGAOANG, 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 JANUARY-JUNE 2022.

Ymangaoang
YOLANDA DC. MANGAOANG
 Assoc. Prof. III
 Date:

Approved:
Elvira L. Oclarit
ELVIRA L. OCLARIT
 Department Head
 Date:

V. B. Asio
VICTOR B. ASIO
 College Dean
 Date: *7/1/22*

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 subjects/courses assigned	1.25	2.083	5	5	5	5.0	
	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	1*	3	5	5	5	5.0	

		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	1*	8	5	5	5	5.0	
	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	1*	1	5	4	5	4.67	
		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	1*	1	5	4	5	4.67	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1*	1	5	4	5	4.67	
		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	1*	1	5	4	5	4.67	
	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	5*	17.25	5	5	5	5.0	

		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3*	12	5	5	5	5.0	
		A11 . 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	4*	10	5	5	5	5.0	
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	1*	1	5	4	5	4.67	
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4*	58	5	5	5	5.0	
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	6*	130	5	5	5	5.0	
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10*	100	5	5	5	5.0	
	PI 8: Number of students advised: *	A16 . Number of students advised:	<i>Acts as academic advisor to students</i>	2*						
		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*	2	5	5	5	5.0	
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	1*	1	5	4	5	4.67	
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10*	38	5	5	5	5.0	
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	<i>Advises student organizations recognized by USSO</i>							

4.67 x 8 = 37.36 + 10

47.36

[illegible]

$$4.67 \times 14 = 65.38$$

		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	1*						
		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	1*	1	5	4	5	4.67	
	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 Mentoring	Research Mentor							
	Peer reviewers/Panelists	Peer reviewers/Panelists							
	Resource Persons	Resource Persons	1*						
	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 (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	5	5	5	5.0	
		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	5.0	

		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	5.0	
	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								149.39	
	Average Rating								4.82	
	Adjectival Rating				OUTSTANDING					

* the rest of the targets will be accomplished on July-December, 2022 rating period

Continue the conduct of training on mahon activities

Evaluated & Rated by:

[Signature]
ELVIRA L. OCLARIT

Department Head

Date:

Recommending Approval

[Signature]
VICTOR B. ASIO

Dean, CAFS

Date: *2/26/22*

Approved by:

[Signature]
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *2-28-22*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: YOLANDA DC. MANGAOANG

Performance Rating: OUTSTANDING

Aim: Continue the conduct of training on mushroom cultivation.

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step:

Result:

Date: _____ Target Date: _____

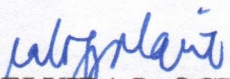
Next Step:

Outcome: Trainings on mushroom cultivation conducted.

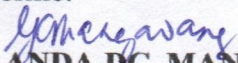
Final Step/Recommendation:

Continue conduct of mushroom cultivation training.

Prepared by:


ELVIRA L. OCLARIT
Unit Head

Conforme:


YOLANDA DC. MANGAOANG
Name of Ratee Faculty/Staff