

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: MELVINCE R. MARTIREZ

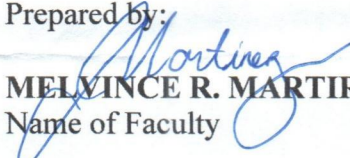
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.91 x 1 = 4.91	
b. Students (<i>newly hired, no TPES</i>)			
Total for Instruction	70%	4.91	3.437
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	15%	4.33	0.65
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	10%	4.78	0.478
4. Administration			
5. Others	5%	4.67	0.23
TOTAL			4.80

EQUIVALENT NUMERICAL RATING: 4.80

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.80**ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:


MELVINCE R. MARTIREZ
Name of Faculty

Reviewed by:


ROBELYN T. PIAMONTE
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director


Approved:



BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **MELVINCE R. MARTIREZ**, Instructor 1 of the Department of Pest Management commits to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **September to December 2023**.


MELVINCE R. MARTIREZ
 Ratee
 Date: JAN 10 2024

Approved:

ROBELYN T. PIAMONTE
 Head, DPM
 Date: JAN 12 2024


VICTOR B. ASIO
 Dean, CAFS
 Date: JAN 15 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES (At least 70% of the Total Tasks)										
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							
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	2	47.1	5	5	5	5.0	5.0
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	9	5	5	5	5.0	
		<u>A 11</u> . 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							
		<u>A12</u> . Number of trainings attended related to instruction	Attend mandated trainings	1	1	4	5	5	4.0	
		<u>A13</u> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	4	5	5	5	5.0	
		<u>A14</u> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	50	5	5	5	5.0	
		<u>A15</u> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	200	5	5	5	5.0	
	<u>PI 8</u> : Number of students advised: *	<u>A16</u> . Number of students advised:	Acts as academic adviser to students							
		<u>A17</u> . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							

		<i>As SRC Member</i>	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	20	30	5	5	5	5.0	
	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	5.0	
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	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							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	4	5	5	4.67	
		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	5	4	5	5	4.67	
		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							

	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	1	1	5	5	5	5.0
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal						

MFO2: Research Sevices (25%)

	PI1: Number of Outputs	Number of research outputs developed	- Develops and submits research						
	Published in CHED	and submitted for publication in	paper for publication in referreed						
	accredited journals/	referreed international/ national and	international/ national indexed						
	internationally indexed	other accredited indexed journal	journal						
	journals								
		Number of research outputs published							
		in referreed international/ national and							
		other accredited indexed journal							
	PI2: Number of Outputs	Number of research outputs presented	Presents research outputs in						
	presented in regional/	to international/national/regional and	international/ national/ regional						
	national/international	local fora or conferences	and local for a or conferences						
	fora/conferences								
		Number of projects/ studies	Implements research projects/	1	1	4	4	5	4.33
		implemented	studies						
	PI3: Number of proposals	Number of proposals developed and	Develop and submit proposal						
	submitted for funding	submitted							
		Number of proposals approved for							
		funding							

MFO3: Extension services

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MELVINCE R. MARTIREZ

Performance Rating: OUTSTANDING

Aim: research and extension involvement

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step: Attend seminars/workshops related to research and extension

Result: draft research/extension proposals for review in the department level

Date: _____ Target Date: _____

Next Step: submit research/extension proposal for approval and funding

Outcome: Implement research/extension projects

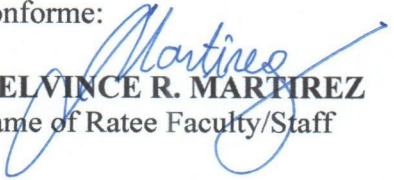
Final Step/Recommendation: Submit proposal for funding.

Search for possible externally-funded research collaborations

Prepared by:


ROBELYN T. PIAMONTE
Unit Head

Conforme:


MELVINCE R. MARTIREZ
Name of Ratee Faculty/Staff