

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **PASCUAL, RYAN BEVERLO V.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
<b>11. Instruction</b>			
u. Head/Dean (50%)		5.0 (.50) = 2.5	
v. Students (50%)		5.0 (.50) = 2.5	
<i>Total</i>	<i>100%</i>	<i>5.0 (1.00)</i>	<i>5.00</i>
<b>2. Research</b>			
k. Department head (100%)			
<i>Total</i>	<i>0%</i>		
<b>3. Extension</b>			
c. Department head (100%)			
<i>Total</i>	<i>0%</i>		

EQUIVALENT NUMERICAL RATING: **5.00**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **5.00**

ADJECTIVAL RATING:

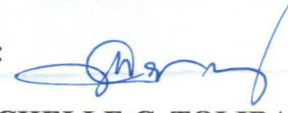
**Outstanding**

Prepared by:


Reviewed by:

  
**RYAN BEVERLO V. PASCUAL**  
Name of Faculty  
**MICHELLE C. TOLIBAS**  
Department Head

Recommending Approval:


  
**MICHELLE C. TOLIBAS**  
Dean


Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, RYAN BEVERLO V. PASCUAL, a faculty member of the COLLEGE OF NURSING commit to deliver and agree to be rated on the attainment of the following **accomplishments** in accordance with the indicated measures for the period **January to June 2023**.

  
**RYAN BEVERLO V. PASCUAL**  
 Instructor I  
 Date: 10/11/2023

Approved:   
**MICHELLE C. TOLIBAS**  
 College Dean  
 Date: October 27, 2023

Date: 10/11/2022

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 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	10	16.46	5	5	5	5.00	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	2	5	5	5	5.00	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	3	5	5	5	5.00	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	1	6	5	5	5	5.00	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	15	30	5	5	5	5.00	
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	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 presentation, video clips, movie clips, reading assignments depending on course taught	1	4	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	2	5	5	5	5.00	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	Total					5	5	5	5.00	
<b>UMFO 3. RESEARCH SERVICES</b>										
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved								
	Total									
<b>UMFO 4. EXTENSION SERVICES</b>										
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training								
	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								
	Total									
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										

	<b>PI 8.</b> 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*	<b>A 44.</b> Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*							
	<b>Total</b>								

PROGRAM	Percentage Weight	Numerical Rating		Equivalent Numerical Rating
Instruction (Supervisor)	50% of 100%	5.00	2.50	2.50
Instruction (Students)	50% of 100%	5.00	2.50	2.50
Instruction (Total)	100%		5.00	
Research	0%			
Extension	0%			
Administration & Support to Operations	0%			
Additional Points:				
Punctuality				
Approved Additional points (with copy of approval)				
<b>FINAL RATING</b>			Outstanding	5.00
<b>ADJECTIVAL RATING</b>			<b>Outstanding (O)</b>	

Comments & Recommendations for Development Purpose:

*Good job! Please work on research + extension.*

Evaluated & Rated by:



**MICHELLE C. TOLIBAS**

Department Head

Date: *October 27, 2023*

Recommending Approval



**MICHELLE C. TOLIBAS**

Dean, College of Nursing

Date: *October 27, 2023*

Approved by:



**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date: *Nov. 27, 2023*

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: PASCUAL, RYAN BEVERLO V.

Performance Rating: 5.0

The Performance Rating showed that the concerned faculty obtained a Very Satisfactory Performance in Instruction aspect.

**Aim(s):** 1. To generate either extension or research proposal

Date: February 2023

Target Date: 2<sup>nd</sup> to 4<sup>th</sup> quarters of 2023

2. To attend workshops/seminars for professional advancement and development.

Date: February 2023

Target date: 2<sup>nd</sup> to 4<sup>th</sup> quarters of 2023

3. To finish Master's degree.

Date: August 2023

Target date: August 2026

### Proposed Interventions to Improve Performance:

#### First Step:

- Encouraged to develop either research or extension proposal
- Encouraged to attend workshops for professional growth

#### Results:

- Still to work on research and extension proposal.
- Participated in trainings and seminars conducted within the University.

#### Next Step:

- Follow-up the drafting of research and/or extension proposals

#### Final Step/Recommendation:

- Encouraged to engage in conducting ongoing extension programs led by other faculty members.

Prepared by:



**MICHELLE C. TOLIBAS**  
Dean

Conforme:



**RYAN BEVERLO V. PASCUAL**  
Faculty