

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

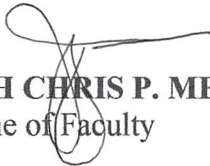
Name of Faculty Member: INISH CHRIS P. MESIAS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.33x50%= 2.17	
b. Students (50%)		4.80x 50% = 2.40	
Total for Instruction	65%	4.73	3.07
2. Research	15%	4.75	0.71
3. Extension	15%	4.77	0.72
4. Administration	5%	4.86	0.24
5. Production	0%	0.00	0.00
TOTAL			4.74

EQUIVALENT NUMERICAL RATING: 4.74
Add: Additional Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.74

ADJECTIVAL RATING: Outstanding

Prepared by:


INISH CHRIS P. MESIAS
Name of Faculty

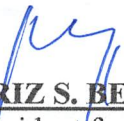
Reviewed by:


IVY C. EMNACE
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

ALPHABETICALLY LISTED NAMES OF FACULTY MEMBERS WITH NUMERICAL RATINGS

and of the Faculty Members

Program (by number)	Weighted Average Rating	Unweighted Rating	Equivalent Rating
1. Education (70%)	4.33	4.33	4.33
2. Education (20%)	4.33	4.33	4.33
3. Education (70%)	4.33	4.33	4.33
4. Education (20%)	4.33	4.33	4.33
5. Education (70%)	4.33	4.33	4.33
6. Education (20%)	4.33	4.33	4.33
7. Education (70%)	4.33	4.33	4.33
8. Education (20%)	4.33	4.33	4.33
9. Education (70%)	4.33	4.33	4.33
10. Education (20%)	4.33	4.33	4.33
11. Education (70%)	4.33	4.33	4.33
12. Education (20%)	4.33	4.33	4.33
13. Education (70%)	4.33	4.33	4.33
14. Education (20%)	4.33	4.33	4.33
15. Education (70%)	4.33	4.33	4.33
16. Education (20%)	4.33	4.33	4.33
17. Education (70%)	4.33	4.33	4.33
18. Education (20%)	4.33	4.33	4.33
19. Education (70%)	4.33	4.33	4.33
20. Education (20%)	4.33	4.33	4.33
21. Education (70%)	4.33	4.33	4.33
22. Education (20%)	4.33	4.33	4.33
23. Education (70%)	4.33	4.33	4.33
24. Education (20%)	4.33	4.33	4.33
25. Education (70%)	4.33	4.33	4.33
26. Education (20%)	4.33	4.33	4.33
27. Education (70%)	4.33	4.33	4.33
28. Education (20%)	4.33	4.33	4.33
29. Education (70%)	4.33	4.33	4.33
30. Education (20%)	4.33	4.33	4.33
31. Education (70%)	4.33	4.33	4.33
32. Education (20%)	4.33	4.33	4.33
33. Education (70%)	4.33	4.33	4.33
34. Education (20%)	4.33	4.33	4.33
35. Education (70%)	4.33	4.33	4.33
36. Education (20%)	4.33	4.33	4.33
37. Education (70%)	4.33	4.33	4.33
38. Education (20%)	4.33	4.33	4.33
39. Education (70%)	4.33	4.33	4.33
40. Education (20%)	4.33	4.33	4.33
41. Education (70%)	4.33	4.33	4.33
42. Education (20%)	4.33	4.33	4.33
43. Education (70%)	4.33	4.33	4.33
44. Education (20%)	4.33	4.33	4.33
45. Education (70%)	4.33	4.33	4.33
46. Education (20%)	4.33	4.33	4.33
47. Education (70%)	4.33	4.33	4.33
48. Education (20%)	4.33	4.33	4.33
49. Education (70%)	4.33	4.33	4.33
50. Education (20%)	4.33	4.33	4.33
51. Education (70%)	4.33	4.33	4.33
52. Education (20%)	4.33	4.33	4.33
53. Education (70%)	4.33	4.33	4.33
54. Education (20%)	4.33	4.33	4.33
55. Education (70%)	4.33	4.33	4.33
56. Education (20%)	4.33	4.33	4.33
57. Education (70%)	4.33	4.33	4.33
58. Education (20%)	4.33	4.33	4.33
59. Education (70%)	4.33	4.33	4.33
60. Education (20%)	4.33	4.33	4.33
61. Education (70%)	4.33	4.33	4.33
62. Education (20%)	4.33	4.33	4.33
63. Education (70%)	4.33	4.33	4.33
64. Education (20%)	4.33	4.33	4.33
65. Education (70%)	4.33	4.33	4.33
66. Education (20%)	4.33	4.33	4.33
67. Education (70%)	4.33	4.33	4.33
68. Education (20%)	4.33	4.33	4.33
69. Education (70%)	4.33	4.33	4.33
70. Education (20%)	4.33	4.33	4.33
71. Education (70%)	4.33	4.33	4.33
72. Education (20%)	4.33	4.33	4.33
73. Education (70%)	4.33	4.33	4.33
74. Education (20%)	4.33	4.33	4.33
75. Education (70%)	4.33	4.33	4.33
76. Education (20%)	4.33	4.33	4.33
77. Education (70%)	4.33	4.33	4.33
78. Education (20%)	4.33	4.33	4.33
79. Education (70%)	4.33	4.33	4.33
80. Education (20%)	4.33	4.33	4.33
81. Education (70%)	4.33	4.33	4.33
82. Education (20%)	4.33	4.33	4.33
83. Education (70%)	4.33	4.33	4.33
84. Education (20%)	4.33	4.33	4.33
85. Education (70%)	4.33	4.33	4.33
86. Education (20%)	4.33	4.33	4.33
87. Education (70%)	4.33	4.33	4.33
88. Education (20%)	4.33	4.33	4.33
89. Education (70%)	4.33	4.33	4.33
90. Education (20%)	4.33	4.33	4.33
91. Education (70%)	4.33	4.33	4.33
92. Education (20%)	4.33	4.33	4.33
93. Education (70%)	4.33	4.33	4.33
94. Education (20%)	4.33	4.33	4.33
95. Education (70%)	4.33	4.33	4.33
96. Education (20%)	4.33	4.33	4.33
97. Education (70%)	4.33	4.33	4.33
98. Education (20%)	4.33	4.33	4.33
99. Education (70%)	4.33	4.33	4.33
100. Education (20%)	4.33	4.33	4.33
TOTAL	4.33	4.33	4.33

TOTAL AVERAGE RATING: 4.33
 Add: Additional Rating: 0.00
 TOTAL NUMERICAL RATING: 4.33

ADDITIONAL RATING: 0.00

Reviewed by: [Signature]

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, INISH CHRIS P. MESIAS, a faculty member of the DEPARTMENT OF FOOD SCIENCE AND TECHNOLOGY 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 to June 2018

INISH CHRIS P. MESIAS

Ratee

IVY C. EMNACE

Head, DFST

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
							Quality	Efficiency	Timeliness	Average	
MFO1	Advanced Education Services										
MF02	Higher Education Services	PI 1. Number of FTE coordinated and implemented	Teaching	Teaches: FTec 131 Lec & lab), Ftéc 122 (lec)	5.00	9.90	5	4	4	4.33	
		PI 2a. Number of students advised									
		On thesis/ field practice/special problem	Advising/ revising	Advises undergrad. Thesis students & revise their outline & manuscript; advises high school and elementary students in research planning & outline preparation	4	6	5	5	4	4.66	

		<i>On thesis data analyzing consultation</i>	Consultation	Data analysis (MS, BS, HS, ES)	4	6	5	5	4	4.66	
		<i>On consultation</i>	Consultation	Consulting students on subject taught, thesis and grades	60	65	5	5	5	5.00	
		PI 3. Number of instructional materials developed									
		<i>New syllabi</i>			1		5	5	4	4.66	
		<i>Revised syllabi</i>			1	1	5	5	4	4.66	
		<i>Powerpoint lecture presentation</i>	<i>Revised ppt presentation</i>	revised 2 pre-lab. lecture ppt presentation for FTec 122	2	5	4	5	5	4.66	
		<i>Revised course outline</i>			3	4	5	5	5	5.00	
		<i>New Powerpoint lecture presentation (per course)</i>		Prepares 3 prelab ppt presentation for FTec 131	2	5	5	5	5	5.00	
		PI 4. Additional outputs									
		<i>Number of grade sheets submitted on prescribed period</i>	Preparation	Prepares gradesheet for 2nd Sem SY 2017-2018	1	6	5	5	4	4.66	
MF03	Research Services	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences									
		In int'l fora/conferences		Presentation of research paper	1	2	5	4	5	4.66	
		In nat'l fora (PCIEERD-Funding Agency)		Presentation of research output	1	3	5	5	5	5.00	
		No. of research project conducted		Research project implemented	1	4	5	4	4	4.33	

		Attend seminar workshop on research proposal making		Se...r workshop on research proposal making (national/ intl)	1	2	5	5	5	5.00	
					Total points						
MFO 4	Extension Services	P4 1. Additional outputs									
		No. of seminar/training presentations prepared									
			Resource speaker	Prepare one training presentation	2	5	5	5	5	5.00	
			Resource speaker	Revised one training presentation	1	2	5	4	4	4.33	
			Resource speaker	Hands on training on processing food products	1	2	5	5	5	5.00	
					Total points						
MFO 6	General Admin. & Support Services (GASS)										
				Prepared documents for BSFT program level 3, Phase 2 accreditation per Area	1	1	5	5	4	4.66	
			Attend seminar workshop on syllabus preparation for AACCUP	Attended seminar workshop on syllabus preparation for AACCUP accreditation	1	2	5	5	5	5.00	
			Minutes Preparation	Prepared minutes of faculty and staff meeting	4	5	5	5	4	4.66	


			Accommodate walk-in visitors	Accommodated walk-in visitors for consultation	1	5	5	5	5	5.00	
		Zero percent complaint from clients served			100% no complaint	No valid complaint	5	5	5	5.00	
						Total points				104.93	

Average Rating (Total Over-all rating divided by 4)		4.77
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.77
ADJECTIVAL RATING		OUTSTANDING


Comments & Recommendations for Development Purpose:

Should update and revise instructional materials


Evaluated & Rated by:


IVY C. EMNACE
Department Head
 Date:

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS
 Date:

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction
 Date:

1 – Quality 2 – Efficiency 3 – Timeliness 4 – Average

PERFORMANCE MONITORING FORM

Name of Employee: **INISH CHRIS P. MESIAS**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/ Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, makes herself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Satisfactory	January 1, 2018	June 31, 2018	June 24, 2018	Very Impressive	Very Satisfactory	
2	Attends meetings and performs functions as member of different committees of the department	Very Satisfactory	January 1, 2018	June 31, 2018	June 31, 2018	Very Impressive	Very Satisfactory	
3	Performs other functions	Very Satisfactory	January 1, 2018	June 31, 2018	June 31, 2018	Very Impressive	Very Satisfactory	

*Either very impressive, impressive, needs improvement, poor, very poor

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:


IVY C. EMNACE
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Ms. Inish Chris P. Mesias
Performance Rating : 4.74 Outstanding

Aim: To improve teaching capability of faculty member.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2018

Target Date: March 2018

First Step:

Required Ms. Mesias to update course syllabi of the courses assigned to her.

Result:

Updated undergraduate course syllabi

Date: April 2018

Target Date: June 2018

Next Step:

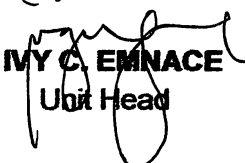
Update undergraduate course syllabus and Instructional Materials.

Outcome:

Final Step/Recommendation:

Ms. Mesias will update the rest of the syllabi and instructional materials assigned to her.

Prepared by:


IVY C. ENNACE
Unit Head

Conforme:


INISH CHRIS P. MESIAS
Ratee

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ms. Ingh C. P. Mesias
Performance Rating: Excellent

Aim: To improve learning capability of faculty member

Proposed interventions to improve Performance and/or Knowledge and Qualification to assume higher responsibility:

Target Date: January 2018
Target Date: March 2018

First Step: Requested Ms. Mesias to update the syllabus of the course assigned to her

Result: Updated syllabus (course style)

Date: April 2018
Target Date: June 2018

Next Step: Update undergraduate course syllabus and instructional Materials

Outcome: Final CIPRA Recommendation

Ms. Mesias will update the rest of the syllabi and instructional materials assigned to her

INGH CHRIS P. MESIAS
Rector