

“Exhibit K”

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

Name of Faculty Member: **JOEL REY U. ACOB**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2 x 3)
Instruction			
Head (50%)		4.79X50%=2.395	
Student (50%)		5.0X50%= 2.5	
TOTAL for Instruction	60%	4.895	2.937
Research	20%	4.80	.957
Extension	20%	4.785	.96
TOTAL			<b>4.854</b>

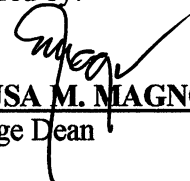
EQUIVALENT NUMERICAL RATING: 4.854

Add: Additional points, if any: -

TOTAL NUMERICAL RATING: **4.854**

ADJECTIVAL RATING: **VERY SATISFACTORY**

Prepared by:

  
**JESUSA M. MAGNO**  
College Dean

Approved by

  
**BEATRIZ S. BELONIAS**  
VP, Academic Affairs

# Summary of Individual Ratings of Faculty Members with Medical Ratings

As of 10/1/77, 10:00 AM

Program Improvement (1)	Professional Rating (2)	Medical Rating (3)	Overall Rating (4)
100%	100%	100%	100%
90%	90%	90%	90%
80%	80%	80%	80%
70%	70%	70%	70%
60%	60%	60%	60%
50%	50%	50%	50%
40%	40%	40%	40%
30%	30%	30%	30%
20%	20%	20%	20%
10%	10%	10%	10%
0%	0%	0%	0%

For Individual Medical Rating  
A 100% rating is required  
for a 100% overall rating

ADDITIONAL RATING

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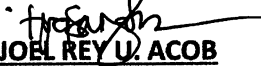
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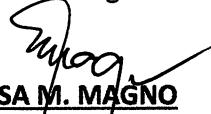
**“Exhibit B”**

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I JOEL REY U. ACOB, of the COLLEGE OF NURSING commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JULY to DECEMBER, 2018

  
JOEL REY U. ACOB  
Ratee

Approved:

  
JESUSA M. MAGNO  
Head of Unit

MFO & Performance Indicators (PI)	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
MFO 1 INSTRUCTION Prepares Lectures and Plans Academic activities of students	Full Time Equivalent (FTE)	Teaches: 1 <sup>st</sup> Semester NCM 107-A, Nres 12, CA 11, Zoo 138, Zoo 138a, NCM 100n, NElc 115	2	20.4	4.3/4.9	4.4/4.8	4.2/4.8	4.3/4.8	
	Number of New Instructional Materials Developed:	College Coordinator, RDE							
	a. Handouts	Comm Member on: Curriculum,	2	4	4.3/4.8	4.5/4.8	4.4/4.8	4.4/4.8	
	b. slides (presentation)	Academic and Non- Academic	1	4	4.4/4.8	4.2/4.8	4.2/4.8	4.2/4.8	
	c. Course Syllabus	personnel, Honors and Awards, Instructional Material	1	4	4.3/4.8	4.3/4.8	4.0/4.8	4.3/4.8	
	Revised instructional materials								
Student Research and Field Practice Advising	a. Handouts			2	4.5/4.8	4.3/4.8	4.2/4.7	4.4/4.7	
	b. Powerpoint presentation			2	4.4/4.8	4.3/4.8	4.4/4.8	4.4/4.8	
	Trainings attended/ seminars/ continuing Education for profession			10	4.0/4.9	4.2/4.9	4.2/4.9	4.2/4.9	
	No. of student research and Field practice Advising	Case Study Adviser	1	1	4.2/4.8	4.3/4.8	4.2/4.7	4.2/4.7	
Student Advising and Consultation Services	No. of Case Study		1	2	4.2/4.8	4.5/4.8	4.2/4.8	4.4/4.8	
	No. of Research Manuscripts								
Student Advising and Consultation Services	No. of Hours spent on consultation		10 hrs	80 hrs	4.0/4.7	4.0/4.6	4.0/4.7	4.0/4.6	
	No. of Student related activities assisted		2	10	4.2/4.8	4.2/4.8	4.2/4.8	4.2/4.8	

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600-600-6000

reached 100% in the first 10 min, and 100% of the particles were removed after 30 min.

of the Department of Health and Human Services



1997

Figure 1

22

Figure 1. The effect of the concentration of the *Agrobacterium* suspension on the transformation efficiency of *Agrobacterium* strains. The concentration of the *Agrobacterium* suspension was 10<sup>6</sup> cells/ml (○), 10<sup>7</sup> cells/ml (□), 10<sup>8</sup> cells/ml (△), and 10<sup>9</sup> cells/ml (◇). The error bars represent the standard deviation of three independent experiments.

1. *Journal of the American Medical Association*, 1997; 278: 1039-1044.

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1. *Journal of the American Medical Association*, 1997; 277: 1000-1005.

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It is recommended that the following information be provided to the public in a clear and concise manner:

[illegible]

MFO 3 EXTENSION SERVICES	No. of Extension proposal made and submitted	Component member	10	30	4.0/4.8	4.2/4.8	4.2/4.7	4.3/4.7	4.76
	Number of person-days trained		1	2	4.0/4.8	4.2/4.8	4.2/4.8	4.3/4.8	
	Number of IEC materials/techno-guides developed/approved/used								
	Number of beneficiaries served:			4	4.2/4.7	4.2/4.8	4.4/4.7	4.5/4.7	4.73
	Groups/Institutions								
	Individuals		10	15	4.2/4.8	4.4/4.7	4.2/4.7	4.3/4.7	4.73
	- FAST		30	56	4.2/4.8	4.5/4.8	4.2/4.7	4.2/4.7	4.76
Research Services	- CATCH		40	91	4.3/4.7	4.5/4.7	4.2/4.7	4.4/4.7	
	- HELP		10	142	4.3/4.9	4.5/4.9	4.3/4.9	4.4/4.9	
	- CARES								
	Number of trainings conducted								
Research Services	Number of extension projects conducted and completed within prescribed period								
	Number of invitations as resource person			4	4.2/4.9	4.4/4.9	4.3/4.9	4.2/4.9	4.79
Research Services	Research proposals submitted and approved by the College Research Coordinator			1	4.3/4.8	4.2/4.8	4.4/4.8	4.2/4.8	
	Research paper published in an international journal			3	4.4/4.8	4.3/4.8	4.5/4.9	4.2/4.9	
Total Over-all Rating					4.8	4.79	4.78	4.76	4.78

Average Rating (Total Over-All rating divided by 4)		xx
Additional points		
Punctuality	xx	
Approved Additional points (with copy of approval)	xx	
FINAL RATING		
ADJECTIVAL RATING		

**Comments & Recommendations for Development Purpose:**

1-) Performed all his functions diligently.



Evaluated & Rated by:



Dept./Unit Head

Date: 1/30/2019

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

Recommending Approval:



Dean/Director

Date: 1/31/2019

Approved by:



BEATRIZ S. DELONIAS, PhD

Vice President

Date: \_\_\_\_\_

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**Figure 1**

CONFIDENTIAL

ALL INFORMATION CONTAINED HEREIN IS UNCLASSIFIED

DATE 08-10-2009 BY 60322 UCBAW/BJS

## EMPLOYEE DEVELOPMENT PLAN

Name : Joel Rey U. Acob

Performance Rating: 4.8 *guay*

Aim: Submit research proposals for approval and implementation once approved.

Proposed intervention to Improve Performance:

Date: \_\_\_\_\_ Target Date: \_\_\_\_\_

First Step:

Result: \_\_\_\_\_

Date: July 2018 Target Date: December 2018

Next Step:

Outcome: \_\_\_\_\_

Final Step/Recommendation:

Performed his functions deligently during this period.

With research papers presented/published in recognized journals.

Prepared by:

*[Signature]*  
Unit Head

Conforme:

*[Signature]*  
JOEL REY U. ACOB

Name of Ratee Faculty/Staff



UNITED STATES DEPARTMENT OF AGRICULTURE

Washington, D. C.  
June 10, 1919

Dear Sir:

I have the honor to acknowledge the receipt of your letter of June 7, 1919.

Very truly yours,

John D. Smith

Enclosed

Very truly yours,

John D. Smith

Enclosed

Very truly yours,

I have the honor to acknowledge the receipt of your letter of June 7, 1919.

Very truly yours,

John D. Smith

Very truly yours,

John D. Smith

" Exhibit G"

PEFORMANCE MONITORING & COACHING JOURNAL

	1 <sup>ST</sup>	Q U A R T E R
	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
Dec 2018	4 <sup>th</sup>	

Name of Office: NURSING

Head of Office: JESUSA M. MAGNO

Number of Personnel: JOEL REY U. ACOB

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls specify)	
	One-on-One	Group			
Monitoring					
Counselling	Conducted a one on one discussion with regards to dealing with students like avoidance of having close friendly relationship with them when inside the campus.				Acknowledged the discussion.

*Note: Please indicate the date in the appropriate box when the monitoring was conducted.*

Conducted by:

  
**JESUSA M. MAGNO**  
Immediate Supervisor

Noted by:

  
**BEATRIZ S. BELONIAS**  
VP, Academic Affairs

REPORT OF THE  
COMMISSIONER OF THE  
REVENUE

REVENUE DEPARTMENT

Submitted by:

Approved by:

Note: Please indicate the date to the satisfaction of the Commission.

<p>COMMISSIONER</p>	<p>the number of the report submitted in the month of the year and the date of the report and the date of the report</p>				<p>REVENUE DEPARTMENT</p>
<p>REVENUE DEPARTMENT</p>	<p>REVENUE DEPARTMENT</p>	<p>REVENUE DEPARTMENT</p>	<p>REVENUE DEPARTMENT</p>	<p>REVENUE DEPARTMENT</p>	<p>REVENUE DEPARTMENT</p>
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REVENUE DEPARTMENT

REVENUE DEPARTMENT

"Exhibit I"



## PERFORMANCE MONITORING FORM

Name of employee: **ACOB, JOEL REY U.**  
For the Month: **JULY-DECEMBER 2018**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-all assignment of Output**	Remarks/ Recommendation
<b>1</b>	<b>A. Instruction</b>							
	1. Class preparation	Prepared lesson plans, appropriate teaching strategies like power-point presentations, dummies, other visual materials	July 16, 2018	Per semester accomplishment	Within the given semester	Impressive	Very satisfactory	
	2. Preparing quizzes/exams	Appropriate set of exams./ TOS	Per semester assignment	2-3 days before unit exams, term tests	Within the given semester	Impressive	Very satisfactory	
	3. Reading/checking exams/outputs	Raw scores, ratings	Per semester assignment	2-3 days after the exams	Within the given semester	Impressive	Very satisfactory	
	4. Computing/preparing grades	Excel prepared grades. Entry to cumulus.	Per semester assignment	1 week after submission of grades thru cumulus	Within the given semester	Impressive	Very satisfactory	Submitted grades before deadline
	5. Student consultation	Record of consultation	Per semester assignment	Per semester accomplishment	Within the given semester	Impressive	Very satisfactory	



	6. Supervising student research/case studies	Draft of Research or Case Study. Final output of hardbound research or case study	1 <sup>st</sup> Semester of Level IV	1-2 weeks before the end of the 1 <sup>st</sup> Semester	Two weeks before the end of the semester	Impressive	Very satisfactory	Conducted
	7. Reading/correcting student research/case studies	Defense in a panel. Final output of hardbound research or case study	Start of the 1 <sup>st</sup> Semester	Two weeks before end of the 1 <sup>st</sup> Semester Level IV	December 7, 2018	Impressive	Very satisfactory	Conducted
	8. Prepare/revise course syllabus for assigned subject	Final copy of the OBE Course Syllabus	July 2018	2-4 weeks before the start of every semester	July 20, 2018	Impressive	Satisfactory	Submitted on time
<b>2</b>	<b>B. Research</b>							
	1. Implementation of approved research	Number of Approved Research proposals	AY 2019	DEC. 2019				On-going
	2. Documenting research process	Gantt chart	AY 2019					
	3. Negotiating with stakeholders	MOU/MOA	Within the school year	1 <sup>st</sup> Quarter of AY 2019				
	4. Preparing reports for reviews (in house, cluster, RDE, symposiums) or for funding organizations	List of approved and on-going researches	1 <sup>st</sup> Week of Sept.	3 days before the scheduled in-house review for AY 2019	3 days before the scheduled in-house review for AY 2019	Impressive	Very Satisfactory	In-house review for Research Sept. 12, 2018
	5. Mentoring/visiting/working with collaborators	Invitation, programs, evaluations	Within the school year and on invitation basis	Within the AY	Expected to conduct every two mons.	Impressive	Very Satisfactory	
	6. Responding to official communications (letters, emails, etc)	Communication letters, screen shots of communication, record of proceedings of meetings	Within the year	Within the year		Impressive	Very Satisfactory	

<b>3</b>	<b>C.Extension</b>							
	1.Conceptualizing/writing extension proposal	Communication letters to OVPRE, Proposals, Approved Extension Program/project, Appointments	Within the AY			Impressive	Very Satisfactory	5 year program 2016-2021 With proposals submitted to OVPRE
	2.Implementation of approved extension project	Approved Schedule of Activities, Documentation and records (communication letter to the Brgy.,Attendance), Evaluation reports	Within the year	Within the year once approved				On-going for approved projects
	3.Documenting extension process	Approved appointment, documentation of activities	Per scheduled activity within the year	Every after implementation within the AY	Every after implementation within the AY	Impressive	Very Satisfactory	On-going
	4.Gathering data/information	FGD records, TNA , Evaluation	Within the AY	Within the year once approved				On-going
	5. Preparing reports for reviews (in house, cluster, RDE, symposiums) or for funding organizations	Quarterly records/reports on the progress of Extension activities. File kept by Extension communicator and coordinator	Quarterly preparation			Impressive	Very Satisfactory	In-house review for Extension Sept. 13, 2018
	6. Mentoring/visiting/ working with collaborators	Invitation, programs, evaluations	Per invitation					To start once proposal is approved
	7. Responding to official (letters, emails, etc)	Communications (letters, emails, etc)	Per invitation					

	8. Serving as resource person in workshops/ trainings, etc.	Program of invitation, Copy of lecture article, pictures, Evaluation	Within the AY Per invitation/ Memo Order	Within the AY Per invitation/ Memo Order	Within the AY Per invitation/ Memo Order	Impressive	Very Satisfactory	With invitations and conducted
<b>4</b>	<b>D.Other Responsibilities</b>							
	1.Committee membership	Minutes of meetings, Records of activities conducted	Within the AY	Within the AY				Performed
	2.Sociocultural committees	Calendar of activities participated	Within the AY	At the end of each AY				Performed
	3.Attendance in meetings(dept./college/committees/AACCUP/etc	Attendance, Minutes	Within the AY	Within the AY Per invitation/ Memo Order	Within the AY Per invitation/ Memo Order	Impressive	Very Satisfactory	Attended seminars, trainings, ICONS
	4.Attendance in trainings/workshops/conferences/conventions	Certificate of Participation and attendance	Within the AY	Within the AY Per invitation/ Memo Order	Within the AY Per invitation/ Memo Order	Impressive	Very Satisfactory	Attended seminars, trainings, ICONS
	5. Research Coordinator	Approved Research Proposals	2018	Within the AY	Within the AY	Impressive	Very Satisfactory	With approved Research and Extension Program

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

\*\*Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

  
**JESUSA M. MAGNO**  
Unit Head



Одобрено в 4-х экземплярах заместителем руководителя Ю.В.Скоп  
 Е.И.Иванов, заместитель заместителя заместителя заместителя заместителя

И.И.Иванов  
 10.10.2018  
 10.10.2018

1. Общие сведения о проекте	Цели и задачи	2018	А.И.Иванов	А.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов
2. Описание проекта	Цели и задачи	2018	А.И.Иванов	А.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов
3. Описание проекта	Цели и задачи	2018	А.И.Иванов	А.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов
4. Описание проекта	Цели и задачи	2018	А.И.Иванов	А.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов
5. Описание проекта	Цели и задачи	2018	А.И.Иванов	А.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов
6. Описание проекта	Цели и задачи	2018	А.И.Иванов	А.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов
7. Описание проекта	Цели и задачи	2018	А.И.Иванов	А.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов
8. Описание проекта	Цели и задачи	2018	А.И.Иванов	А.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов
9. Описание проекта	Цели и задачи	2018	А.И.Иванов	А.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов
10. Описание проекта	Цели и задачи	2018	А.И.Иванов	А.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов	И.И.Иванов

И.И.Иванов  
 10.10.2018  
 10.10.2018