

Exhibit K

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

Name of Faculty: JUSTINE BENNETTE H. MILLADO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.959 \times 0.3 = 1.488$	
b. Students (50%)		$4.71 \times 0.3 = 1.413$	
Total for Instruction	60%		2.901
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	30%	4.835×0.3	1.451
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	10%	4.868×0.1	0.487
4. Administration			
5. Production			
TOTAL			4.839

EQUIVALENT NUMERICAL RATING: 4.84

Add: Additional Points, if any;

TOTAL NUMERICAL RATING: 4.84

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

JUSTINE BENNETTE H. MILLADO

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, JUSTINE BENNETTE H. MILLADO, 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.

JUSTINE BENNETTE H. MILLADO

Instructor III

Date: 22 July 2022

Approved:

ELVIRA L. OCLARIT

Department Head

Date: July 22, 2022

VICTOR B. ASIO

College Dean

Date: 7/26/22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishm ent	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											
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE		Handles subjects/courses assigned	1*	2.08	5	5	5	5.0	
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students	1*	2	5	5	5	5.0	
		A3 . Number of students advised on thesis/special problem/dissertation									
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript	1*	2	5	5	5	5.0	

		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	2*	2	5	5	5	5.0	
		<u>A4</u> . Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty	3*	9	5	5	5	5.0	
	<u>PI 9</u> : Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review		Converts the existing instructional materials into flexible learning systems	3*	5	5	5	5	5.0	
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	2*	2	5	5	5	5.0	
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4*	6	5	5	5	5.0	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3*	6	5	5	5	5.0	
		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	1*	3	5	5	5	5.0	

		<i>A 7 : Number of virtual classroom created and operational</i>		<i>Creates virtual classroom using either Moodle or Google Classroom</i>	2*	4	5	5	5	5.0	
	<i>PI 10 . Additional outputs:</i>	<i>A 8. Other outputs implementing the new normal due to covid 19</i>		<i>Designs experiential learning activities and other outputs to implement new normal</i>	2*	12	5	5	5	5.0	
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management Service											
	<i>PI 5: Total FTE, coordinated, implemented and monitored *</i>	<i>A9. Actual Faculty's FTE</i>		<i>Handles and teaches courses assigned</i>	2*	5	5	5	5	5.0	
		<i>A10 . Number of grade sheets submitted within prescribed period</i>	Preparation	Prepares gradesheet and submits on or before deadline	2*	4	5	5	5	5.0	
		<i>A 11 . Number of INC forms with grade submitted within prescribed period</i>		Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	0	0					
		<i>A12 . Number of trainings attended related to instruction</i>	Trainings attended	Attend mandated trainings	1*	5	5	5	5	5.0	
		<i>A13 . Number of long examinations administered and checked</i>	exam prep	Administers and checks long examination for subjects taught	3*	6	5	5	5	5.0	
		<i>A14 . Number of quizzes administered and checked</i>		Prepares and checks quizzes for lec and lab	4*	3	5	4	5	4.67	

		A15 . Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	50*	126	5	5	5	5.0	
	PI 8: Number of students advised: *	A16 . Number of students advised:		Acts as academic advisor to students	2*	4	5	5	5	5.0	
		A17 . Number of students advised on thesis/ field practice/special problem:									
		As SRC Chairman	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript	2*	4	5	5	5	5.0	
		As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	2*	8	5	5	5	5.0	
		A18 . Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	5*	10	5	5	5	5.0	
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised		Advises student organizations recognized by USSO							
		A20 . Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities	1*	1	5	4	5	4.67	
	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	1*	1	5	4	5	4.67	

		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	2*	2	5	5	5	5.0	
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5*	16	5	5	5	5.0	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5*	8	5	5	5	5.0	
		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	1*	3	5	5	5	5.0	
		A 24 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	2*	2	5	5	5	5.0	
	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	2*	4	5	5	5	5.0	

	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*	2	5	5	5	5.0	
	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	50*	229	5	5	5	5.0	
	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	1*	1	5	4	5	4.67	
	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	1*	1	5	4	5	4.67	
	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			1*	2	5	5	5	5.0	
	Peer reviewers/ Panelists	Peer reviewers/Panelists			2*	2	5	5	5	5.0	
	Resource Persons	Resource Persons			1*	2	5	5	5	5.0	
	Convenor/ Organizer	Convenor/ Organizer			1*	1	5	4	5	4.67	
	Consultancy	Consultant			1*						
	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	20%	100%	5	5	5	5.0	
	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	1*	1	5	4	5	4.67	
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:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	5	5	5	5.0	
		On program accreditations	Pilot Plant Manager							
		On institutional accreditations	SSF Rootcrop facility incharge							
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						
	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									251.04	
	Average Rating									4.92	
	Adjectival Rating								OUTSTANDING		

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

Evaluated & Rated by:

Elvira L. Oclarit
ELVIRA L. OCLARIT

Department Head

Date: *July 22, 2022*

Recommending Approval

Victor B. Asio
VICTOR B. ASIO

Dean, CAFS

Date: *7/26/22*

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: *7-28-22*

Add more research proposals and collaborations

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JUSTINE BENNETTE H. MILLADO

Performance Rating: OUTSTANDING

Aim: Add more researches and international collaboration.

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step:

Result:

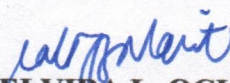
Date: _____ Target Date: _____

Next Step:

Outcome: Approved proposals, attendance to international conferences and signed MOUs.

Final Step/Recommendation:

Prepared by:


ELVIRA L. OCLARIT
Unit Head

Conforme:


JUSTINE BENNETTE H. MILLADO
Name of Ratee Faculty/Staff