## 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 x 0.3	1.451
3.	Extension			
	a. Client/Dir. for Extension (50%)			
	b. Dept. Head/Center Director (50%)			
	Total for Extension	10%	4.868 x 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 BENNET N. H. MILLADO

Name of Faculty

Reviewed by:

ELVIRA L. OCLARIT

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean/Director

w.

Approved:

BEATRIZ S. BELONIAS

√Vice President

"Exhibit B"

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>JUSTINE BENNETTE H. MILLADO</u>, a faculty member of the <u>DEPARTMENT OF PEST MANAGEMENT</u> 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 <u>JANUARY-JUNE 2022.</u>

JUSTINE BENNETTE H. MILLADO

Instructor III

Date: 22 July 2000

Approved:

ELVIRA L. OCLARIT

Department Head
Date: Voly VV, VIV

VICTOR B. ASIC

College Dean

Date:

								R	ating		REMARKS (Indicators
MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishm ent	Quality	Eficiency	Timeliness	Average	in percentage should be supported with numerical values in numerators and denominators)
UMFO 1.	ADVANCED EDUCA	ATION SERVICES									
OVPI MF	O 2. Graduate Stud	ent Management	M5 (4)								
	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	

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

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

	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 adviserto students	2*	4	5	5	5	5.0	
	A17. Number of students advised on thesis/ field practice/special problem:									
	As SRC Chairman	Advising/correct ion	Advises, and corrects research outline and thesis/SP manuscript	2*	4	5	5	5	5.0	
	As SRC Member	Advising/correct ion	Advises and corrects research outline and thesis/SP manuscript	2*	8	5	5	5	5.0	fire and
	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	

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	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	

		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1*	1	5	4	5	4.67	
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	2*	10	-5	5	5	5.0	
JMFO 3.	RESEARCH SERVIC	ES								
	ADDRESS OF THE PARTY OF T	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	1*	2	5	5	5	5.0	
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	2*	1	4	5	5	4.67	
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		In refereed int'l journals		1*	1	5	4	5	4.67	
		In refereed nat'l/regional journals								

PI 4. Number of A 30. Number of research Prepares, submits and presents research outputs presented in research outputs paper in scienfic for regional/national/ int'l presented in a/conferences fora/conferences \* regional/national/ int'l fora/ conferences In int'l fora/conferences 1\* 4.67 5 5 1 4 In nat'l/regional 1\* 1 5 5 4.67 fora/conferences Prepares research A 31. Percentage of of proposals, submits and PI 5. Percent of research proposals follows up its approval 1\* 5 2 5 5 5.0 research proposals prepared, submitted and for immediate approved \* approved implementation PI 6. Additional A 32. No. of researchoutputs\* related awards (research conducted by faculty or student w/ faculty) Acts as peer reviewer of A 33. Number of iournal articles/scientific journal articles/scientific papers, reviews the 5 5.0 paper received and 1\* 2 5 5 paper received and reviewed as peerreturns duly reviewed paper reviewer A 34. Number of UMs UM Prepares and submits application for UM of submitted to ITSO, preparation technology generated VSU out of research output Designs research A 35. Other outputs related activities and implementing the new other outputs to normal due to covid 19 implement new normal **UMFO 4. EXTENSION SERVICES** 

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	Implementes 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	beneficiaries who rated the training course/s and advisory services	Provides quality and relevant training courses and advisory services	1*	1	5	4	5	4.67	
PI 5. Number of technical/expert services	<u>A 40</u> . 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 *	approved *	Prepares extension project proposals, submits and follow up its approval for immediate	20%	100%	5	5	5	5.0	
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. 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	
MFO 5. SUPPORT TO	OPERATIONS								
	am and Institutional Accreditat	ion Services							

	requirements thru the	A 44. Compliance to all requirements of theQMS 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 n	on-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	1009	% compliant	5	5	5	5.0	
		On program accreditations	Pilot Plant Manager								
		On institutional accreditations	SSF Rootcrop facility incharge								
UMFO 6	. General Adm	in. & Support Ser	vices								
	Pl 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients							
1	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 performfing functions resulting to best practice							

	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/managemen t related activities and other outputs to implement new normal					
Total Over-all Rating						251.04	
Average Rating						4.92	
Adjectival Rating				OL	JTSTAI	NDING	

<sup>\*</sup>The rest of the targets will be accomplished on July-December 2022 rating period.

Evaluated & Rated by:

Lalymant ELVIRAL. OCLARIT

Department Head

Date: July 22, 2012

Recommending Approval

VICTOR B. ASIO

Dean, CAFS Date: 7 m/m

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

Date: 728 - 2

and orlaborations

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>JUSTINE BENNETTE H. MILLADO</u> Performance Rating: <u>OUTSTANDING</u>

JUSTINE BENNETTE H. MILLADO Name of Ratee Faculty/Staff

Aim: Add more researches and	d international collaborat	ion.
Proposed Interventions to Imp	rove Performance:	
Date:	Target Date:	
	•	
Result:		
Date:	Target Date:	
Next Step:		
Outcome: Approved proposals	s, attendance to internation	onal conferences and signed MOUs
Final Step/Recommendation:		
	Prepared by:	ELVIRA L. OCLARIT Unit Head
Conforme:	$\nabla$	