

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **LUCIA M. BORINES**


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.96 x .50 = 2.48	
b. Students (50%)		4.22 x .50 = 2.11	
Total for Instruction	60%	4.59	2.754
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	15%	5 x .15	0.75
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	15%	5 x .15	.75
4. Administration	10%	5 x 0.1	0.5
5. Production			
TOTAL			<b>4.574</b>

EQUIVALENT NUMERICAL RATING: 4.574

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.574ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

  
**LUCIA M. BORINES**  
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, LUCIA M. BORINES 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, 2021

*L. Borines*  
**LUCIA M. BORINES**  
 Professor VI  
 Date: May 7, 2020

Approved:  
*Elvira L. Oclarit*  
**ELVIRA L. OCLARIT**  
 Department Head  
 Date:

*V. B. Asio*  
**VICTOR B. ASIO**  
 College Dean  
 Date: *03 Aug 2021*

MFO No.	Description of MFO's/PAP's	Success/ Performance Indicators (PI)	Program/ Activities / Projects	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 1. ADVANCED EDUCATION SERVICES											
OVPI MFO 2. Graduate Student Management Services											
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE		Handles subjects/courses assigned	2*	2.5	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	1	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							
		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	1	1	5	4	5	4.67	
		A4. Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty	5*	26	5	5	5	5.0	

	<b>PI 9:</b> Number of instructional materials developed *	<b>A5:</b> Number of on-line ready coursewares developed and submitted for review		Converts the existing instructional materials into flexible learning systems	1	1	5	4	5	4.67	
	On-line ready courseware			Prepares instructional module/laboratory guide/workbook or a combination thereof	1	5	5	5	5	5.0	
	Supplemental learning resources			Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	15	5	5	5	5.0	
	Assessment tools			Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	21	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							
	A 7 : Number of virtual classroom created and operational			Creates virtual classroom using either Moodle or Google Classroom	1	2	5	5	5	5.0	
	<b>PI 10:</b> Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal	1	2	5	5	5	5.0	
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>											
<b>OVPI UMFO 3. Higher Education Management Services</b>											
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9:</b> Actual Faculty's FTE		Handles and teaches courses assigned	3*	4.9	5	5	5	5.0	
		<b>A10:</b> Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	1	10	5	5	5	5.0	
		<b>A 11:</b> Number of INC forms with grade submitted within prescribed period		Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	5	5	5	5	5.0	



	<b>A12.</b> Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	1	10	5	5	5	5.0	
	<b>A13.</b> Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	3*	5	5	5	5	5.0	
	<b>A14.</b> Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	5*	21	5	5	5	5.0	
	<b>A15.</b> Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	5	132	5	5	5	5.0	
<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:		Acts as academic adviser to students	5	15	5	5	5	5.0	
	<b>A17.</b> Number of students advised on thesis/ field practice/special problem:			1	2	5	5	5	5.0	
	As SRC Chairman	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5.0	
	As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5.0	
	<b>A18.</b> Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	10	300+	5	5	5	5.0	
<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised		Advises student organizations recognized by USSO							
	<b>A20.</b> Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities							
<b>PI 10:</b> Number of instructional materials developed *	<b>A 21 :</b> Number of on-line course ware developed and submitted :		Prepares and submits for review by the Technical Review Panel							
	On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	4	5	4.67	

		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	18	5	5	5	5.0	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	15	5	5	5	5.0	
		A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	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	10	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							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	5	5	5	5	5.0	
<b>UMFO 3 . RESEARCH SERVICES</b>										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	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							
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research or project within the year							



	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year		Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>			1	2	5	5	5	5.0	
		<i>In refereed nat'l/regional journals</i>									
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *		Prepares, submits and presents research paper in scientific for a/conferences							
		<i>In int'l fora/conferences</i>									
		<i>In nat'l/regional fora/conferences</i>									
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved		Prepares research proposals, submits and follows up its approval for immediate implementation	1	2	5	5	5	5.0	
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by									
		<b>A 33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer		Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1	4	5	5	5	5.0	
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal	1	5	5	5	5	5.0	
<b>UMFO 4. EXTENSION SERVICES</b>											
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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							

<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training		Conducts trainings among beneficiaries of technologies for transfer	1	35	5	5	5	5.0	
<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented		Implementes duly approved extension projects							
<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> 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							
<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:		Provides the technical and expert services requested by beneficiaries							
<i>Research Mentoring</i>	<i>Research Mentor</i>			1*						
<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>			1	3	5	5	5	5.0	
<i>Resource Persons</i>	<i>Resource Persons</i>			2*	2	5	5	5	5.0	
<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>									
<i>Consultancy</i>	<i>Consultant</i>									
<i>Evaluator</i>	<i>Evaluator</i>									
<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *		Prepares extension project proposals, submits and follow up its approval for immediate implementation							
<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *									
	<b>A 43.</b> Other outputs implementing the new normal due to covid 19		Designs extension related activities and other outputs to implement new normal	1	5	5	5	5	5.0	



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 Rectorate								
UMFO 6. General Admin. & Support Services (GASS)										
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients		Zero % complaint (as PDDL head)	5	5	5	5.0	
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	1	4	5	5	5	5.0	
	A 48. Other outputs implementing the new normal due to covid 19		Designs administration/management related activities and other outputs to implement new normal	1	8	5	5	5	5.0	
Total Over-all Rating									204.0	
Average Rating									4.975	
Adjectival Rating									OUTSTANDING	

\* the rest of the target will be accomplished in the next rating period (July - December, 2021)

Evaluated & Rated by:

*Elvirail Oclarit*  
ELVIRAIL OCLARIT  
Department Head

Date:

Recommending Approval

*Victor B. Asio*  
VICTOR B. ASIO  
Dean, CAFS

Date: 63 Aug 2021

Approved by:

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

Date: 8/5/21

*Now. Has been doing her job outstandingly*



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Lucia M. Borines

Performance Rating: Outstanding

Aim: None

Proposed Interventions to Improve Performance:

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

First Step:

---

---

---

Result:

---

---

---

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

Next Step:

---

---

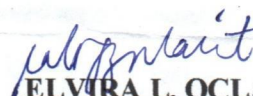
---

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


Final Step/Recommendation:

Has been doing her job outstandingly.

Prepared by:

  
**ELVIRA L. OCLARIT**  
Unit Head

Conforme:

  
**LUCIA M. BORINES**  
Name of Ratee Faculty/Staff