

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: ACOB, JOEL REY

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.93 \times 50\% = 2.46$	
b. Students (50%)		$5.0 \times 50\% = 2.5$	
Total for Instruction	65%	4.96(.65)	3.18
2. Research			
a. Dept. Head (100%)		$4.5 \times 1 = 4.5$	
Total for Research	15%	4.5 (.15)	.67
3. Extension			
a. Dept Head (100%)		$4.8 \times 1 = 4.8$	
Total for Extension	20%	4.8 (.20)	.96
TOTAL	100%		4.8

EQUIVALENT NUMERICAL RATING: 4.8

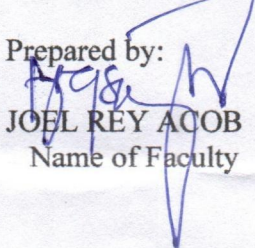
Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.8

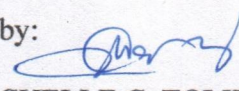
ADJECTIVAL RATING:

**Outstanding**


Prepared by:

  
JOEL REY ACOB  
Name of Faculty

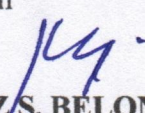
Reviewed by:

  
MICHELLE C. TOLIBAS  
Department Head

Recommending Approval:

  
**MICHELLE C. TOLIBAS**  
Dean

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President



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 JANUARY to JUNE, 2023.

JOEL REY U. ACOB

Ratee/ Oct 12, 2023

Approved:

DR. MICHELLE C. TOLIBAS

Dean Oct. 12, 2023

MFO & PAPs	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>	
<b>MFO 1. INSTRUCTION</b> Prepares lectures and plans academic activities of students	FTE	Teaches: (2 <sup>ND</sup> semester)	2	27.145	5	5	5	5	Taught courses in OBAP 2, NuCM 116r, NuCM 109r, NuCM 122, NuCM 101, NuCM 110a, NuCM 101r
	Number of new instructional materials developed: Handouts Slide presentations Course syllabus	<b>Committee memberships:</b> Curriculum Academic and non-Academic personnel, honors and awards, Instructional materials	2 2	3 3	5 5	5 5	5 5	5 5	<ul style="list-style-type: none"> <li>Developed learning materials and syllabus revised in NuCM 110, NuCM 103/r, NUCM 101/r</li> </ul>
<b>Student research and field practice advising</b>	No. of student research and field practice advising  No. of case study	  Case study adviser		2	5	5	5	5	<ul style="list-style-type: none"> <li>Nephrotic Syndrome-steroid</li> </ul>

		Research study adviser		3	5	5	5	5	dependent associated with Erysipelas SM UTI •Antibiotic-associated diarrhea, acute gastritis and focal unknown epilepsy  •Bautista et'al •Aguillon, et'al •Arong, et'al
<b>Student advising and consultation services</b>	No. of hours spent on consultation  No. of student related activities assisted	Conducts online consultation with students  Assists and supervises students orientation and reorientation on RLE hospital exposure guidelines	10 hrs	50 hrs	5	5	5	5	•Student research advising and consultation s •Graduating student's consultation on their PRC exhibit forms and other graduation - related requirement s •Supervises students in the operating

									room and conducted lecture and consultation during and post operation • Attended pinning ceremony
Number of instructional materials developed	Number of existing instructional materials converted to flexible learning systems		1	1	4.8	4.8	4.8	4.8	<ul style="list-style-type: none"> <li>Utilized the VSUEE in the submission of student's output and some learning tasks</li> <li>Provided ppt materials and additional reading resources in NuCM 101, NuCM 110/a, NuCM 116r, NuCM 101r</li> <li>6 Major exams provided on the above assigned courses</li> </ul>
	Supplemental learning resources developed			3	4.8	4.8	4.8	4.8	
	Assessment tools			6	4.8	4.8	4.8	4.8	

<b>Total</b>					4.93	4.93	4.93	4.93	
<b>MFO 3. RESEARCH SERVICES</b>	Research proposals submitted and approved by the college research coordinator	submits research proposal for possible utilization by industry or other beneficiaries							
	Number of research output completed within a year		1		4.5	4.5	4.5	4.5	On-going IP code VSU-2022-11
	Research paper published in an international journal	Writes publishable materials out of research outputs and submits for publication	1		4.5	4.5	4.5	4.5	For submission lifted from VSU-2022-11 project
	Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as reviewer of journal articles/scientific papers received and duly reviewed paper	1	3	4.8	4.8	4.8	4.8	(1) Project padayon: stress reduction therapy



									<p>For teachers amid covid-19 pandemic (WVSU Research Journal),</p> <p>(2) Filipino Nursing Students' Experiences in Online Learning Modality (WVSU Research Journal),</p> <p>(3)a scoping review of grief and bereavement studies in Indonesia (Universitas Padjadjaran Journal)</p>
<b>Additional output</b>	Number of citations generated in 2023 based on google scholar			42	4.8	4.8	4.8	4.8	
<b>Total</b>					4.65	4.65	4.65	4.65	

<b>MFO 4. EXTENSION SERVICES</b>	No. of extension proposal made and submitted No. of person-days trained No. of IEC materials/techno guides developed/approved/used Number of beneficiaries served: Groups/ institution CARES Viscares Number of trainings conducted Number of extension projects conducted and completed with prescribed period  Number of invitations as resource person	Project leader	10 1						Scheduled activities for VISCARES extension in October 2023
			10 20	1	4.8	4.8	4.8	4.8	International Nursing Conference hosted by Universitas Padjadjaran, Indonesia
Number of extension programs organized and supported consistent with the SUCs mandated and priority programs	Number of extension programs/projects implemented	Implements duly approved extension projects	1						With scheduled VISCARES extension activity in October 2023
Number of technical/expert services	Number of technical/expert services as:	Provides the technical and expert services requested by the beneficiaries.		3	4.8	4.8	4.8	4.8	3 undergraduate research advising  3 peer reviewed papers for publication
	Research mentor   Peer reviewer/panelist			3	4.8	4.8	4.8	4.8	

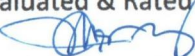
Total					4.8	4.8	4.8	4.8	
<b>Total Over-all Rating</b>					<b>4.79</b>	<b>4.79</b>	<b>4.79</b>	<b>4.79</b>	

<b>Average Rating (Total Over-all rating divided by 4)</b>		
<b>Additional Points:</b>		
<b>Approved Additional points (with copy of approval)</b>		
<b>FINAL RATING</b>		<b>4.79</b>
<b>ADJECTIVAL RATING</b>		

**Comments & Recommendations for Development Purpose:**

*Keep up the good work!*

Evaluated & Rated by:



MICHELLE C. TOLIBAS

Dept/Unit Head

Date: Oct. 12, 2023

Recommending Approval:



MICHELLE C. TOLIBAS

Dean/Director

Date: October 12, 2023

Approved by:



BEATRIZ S. BELONIAS

Vice President

Date: November 27, 2023

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



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ACOB, JOEL REY U.

Performance Rating: 4.8

The Performance Rating showed that the concerned faculty obtained an Outstanding performance in the delivery of his job responsibilities as faculty member. As a faculty, he functions as the member of executive committee, research committee, curriculum committee, Honors and Awards, CON Gazette and events committee

**Aim(s):** 1. To develop own research and extension proposals

Date: February 2023

Target Date: 2<sup>nd</sup> to 4<sup>th</sup> quarters of 2023

2. To attend workshops/seminars for professional advancement and development.

Date: February 2023

Target date: 2<sup>nd</sup> to 4<sup>th</sup> quarters of 2023

### Proposed Interventions to Improve Performance:

#### First Step:

- Encouraged to engage either research or extension program.
- Encouraged to engage in conferences and symposium for professional growth

#### Results:

- Working with Indonesian Collaborators on developing research and extension proposals.
- Participated in the nursing webinars both as attendee and speaker.

#### Next Step:

- Follow-up the drafting of research and/or extension proposals

#### Final Step/Recommendation:

- Finalize proposal for endorsement.

Prepared by:



**MICHELLE C. TOLIBAS**

Dean

Conforme:



**JOEL REY U. ACOB**

Faculty