SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JAY DARRYL L. ERMIO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
6. Instruction			
c. Head/Dean (50%)		4.978 x .50 = 2.489	
d. Students (50%)		3.70 x .50 = 1.85	
Total for Instruction	50%	4.339	2.169
7. Research			
c. Client/Dir. for Research (50%)			
d. Dept. Head/Center Director (50%)			
Total for Research	15%	4.67 x .15	0.70
8. Extension			
c. Client/Dir. for Extension (50%)			
d. Dept Head/Center Director (50%)			
Total for Extension	35%	4.67 x .35	1.634
9. Administration			
10. Production			
TOTAL			**4.503**

EQUIVALENT NUMERICAL RATING: 4.503

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.503**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

JAY DARRYL L. ERMIO
Name of Faculty

Reviewed by:

ELVIRA L. OCLARIT
Department Head

Recommending Approval:

VICTOR B. ASIO
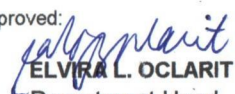Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, __JAY DARRYL L. ERMIO__ , 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__ .

Approved:

__JAY DARRYL L. ERMIO__
Instructor I
Date:

__ELVIRA L. OCLARIT__
Department Head
Date:

__VICTOR B. ASIO__
College Dean
Date: 03 Aug 2021

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1. ADVANCED EDUCATION SERVICES											
OVPI MFO 2. Graduate Student Management Services											
	PI 4: Total FTE coordinated, implemented &	A1. Actual Faculty's FTE		Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students							
		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							
		A4 . Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty							
	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review		Converts the existing instructional materials into flexible learning systems							

		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		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 Moddle or Google Classroom							
	PI 10 . 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							
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management Services											
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE		Handles and teaches courses assigned	2	4.5	5	5	5	5.0	
		A10 . Number of grade sheets submitted within prescribed	Preparation	Prepares gradesheet and submits on or before deadline	2	5	5	5	5	5.0	
		A 11 . 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							
		A12 . Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	1	3	5	5	5	5.0	
		A13 . Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught							
		A14 . Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	1	8	5	5	5	5.0	

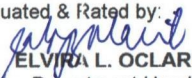|											
		A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	10*	42	5	5	5	5.0	
PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviser to students	1	5	5	5	5	5.0		
	A17. Number of students advised on thesis/ field practice/special problem:			1	5	5	5	5	5.0		
	As SRC Chairman	Advising/ correction	Advises, and corrects research outline and thesis/SP manuscript		5	5	5	5	5.0		
	As SRC Member	Advising/ correction	Advises and corrects research outline and thesis/SP manuscript		4	5	5	5	5.0		
	A18. Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	5	30	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								
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*							
	On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	5	5	5	5.0		
	Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	8	5	5	5	5.0		
	Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	3	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								

		A 24 : Number of virtual classroom created and		Creates virtual classroom using either Moddle or Google Classroom	1	3	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	1	1	5	4	5	4.67	
		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							
UMFO 3 . RESEARCH SERVICES											
	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 project within the year							
	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									
		In refereed nat'l/regional journals									
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	**A 30.** Number of research outputs presented in regional/national/ int'l fora/conferences *		Prepares, submits and presents research paper in scienfic for a/conferences							
		In int'l fora/conferences									
		In nat'l/regional fora/conferences									

PI	Activity		Description								
PI 5. Percent of research proposals approved *	**A 31.** Percentage of of research proposals prepared, submitted and approved		Prepares research proposals, submits and follows up its approval for immediate implementation	1		1	5	4	5	4.67	
PI 6. Additional outputs*	**A 32.** No. of research-related awards (research conducted by faculty or student w/ faculty)										
	A 33. 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								
	A 34. Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of research output								
	A 35. Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to 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								
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								
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority	**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	**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								

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									
Peer reviewers/Panelists	Peer reviewers/Panelists									
Resource Persons	Resource Persons									
Convenor/Organizer	Convenor/Organizer									
Consultancy	Consultant			1	1		5	4	5	4.67
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							
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

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								

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						
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/management related activities and other outputs to implement new normal								
Total Over-all Rating										103.35	
Average Rating										4.92	
Adjectival Rating								OUTSTANDING			

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

Evaluated & Rated by:

ELVIRA L. OCLARIT
Department Head
Date:

Recommending Approval

VICTOR B. ASIO
Dean, CAFS
Date: 03 Aug 2021

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 8/5/21

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Jay Darryl L. Ermio
Performance Rating: Outstanding

Aim: _ to have newly funded research

Proposed Interventions to Improve Performance:

Date: _____ Target Date:_____

First Step: Make research proposal _____

_____

_____

Result: _____

_____

_____

Date: _____ Target Date: _____

Next Step: _____

_____

_____

Outcome:_____ Research proposal made _____

Final Step/Recommendation: Submit proposal for funding

_____

_____

Prepared by:

ELVIRA L. OCLARIT
ELVIRA L. OCLARIT
Unit Head

Conforme:

JAY DARRYL L. ERMIO
Name of Ratee Faculty/Staff