

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Dr. Norberto E. Milla

| Program Involvement (1) | Percentage Weight of Involvement | Numerical Rating (Rating x %) | Equivalent Numerical Rating |
|----------------------------|--|----------------------------------|-----------------------------------|
| (1) | (2) | (3) | (2x3) |
| 1. Instruction | | | |
| a. Head/Dean (50%) | | 2.50 | |
| b. Students (50%) | | 2.50 | |
| TOTAL for Instruction | 70% | 5.00 | 3.50 |
| 2. Research | 5% | 5.00 | 0.25 |
| 3. Extension | 5% | 5.00 | 0.25 |
| 4. Support to Operation | 10% | 4.83 | 0.48 |
| 5. Administration | 10% | 5.00 | 0.5 |
| TOTAL | | | 4.98 |


EQUIVALENT NUMERICAL RATING: 4.98
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: 4.98

ADJECTIVAL RATING: Outstanding



Prepared by:


NORBERTO E. MILLA
Name of Faculty

Reviewed by:


CANDELARIO L. CALIBO
Dean, CAS

Approved by:


EDGARDO E. TULIN
President 

Visayas State University
College of Arts and Sciences
DEPARTMENT OF STATISTICS
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MAY ANN S. ESTOY of the Department of Statistics, College of Arts and Sciences commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July 1, 2016 to December 31, 2016

MAY ANN S. ESTOY
MAY ANN S. ESTOY
Instructor I
Date: December 15, 2016

NORBERTO E. MILLA
Head, DepStat
Date: December 15, 2016

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor


| MFO No. | Description of MFO's/PAPs | Success/ Performance Indicators (PI) | Program/Activities / Projects | Tasks Assigned | Target | Details of Actual Accomplishment as of December 2016 | Rating | | | | Remarks |
|---------|---------------------------|--------------------------------------|---|--|--------|--|---------|------------|------------|---------|-------------------------------------|
| | | | | | | | Quality | Efficiency | Timeliness | Average | |
| MFO2 | Higher Education Services | PI 1. Number of FTE | Instruction | Teaches Stat 130, Stat 21 , Stat 143, Stat 190, Stat 198, Math 131 (1st Sem 2016-2017) | 18 | 34.40 | 5 | 5 | 5 | 5.00 | Teacher's leave |
| | | PI 2. Additional outputs | | | | | | | | | |
| | | Number of curricular proposal(s) | Propose graduate programs in statistics | Provides inputs to the proposal | 2 | 2.00 | 5 | 5 | 5 | 5.00 | MS Statistics /Master of Statistics |


| MFO No. | Description of MFO's/PAPs | Success/ Performance Indicators (PI) | Program/Activities / Projects | Tasks Assigned | Target | Details of Actual Accomplishment as of December 2016 | Rating | | | | Remarks |
|--------------|----------------------------|--|-------------------------------|---|--------|--|---------|------------|------------|---------|---|
| | | | | | | | Quality | Efficiency | Timeliness | Average | |
| | | <i>Number of trainings/seminar/ workshops</i> | Instruction | Participant | 1 | 3 | 5 | 5 | 5 | 5.00 | 1.) Strategic Planning Workshop of the College of Arts and Sciences, VSU, August 25, 2016. 2.) Data Appreciation Seminar, Oct. 10, 2016. 3.) Visayas-wide Senior High School (SHS) Catch-all Teacher Training for local and State Universities and Colleges (IUCs and SUCs) Nov. 7-10, 2016. Bacolod City |
| | | | Instruction | Resource Speaker | 1 | 1 | 5 | 5 | 5 | 5.00 | Career Motivation Seminar in Statistics Oct. 14, 2016 |
| | | | | | | Total points | | | | 20.00 | |
| MFO 3 | Research Services | P.I. Number of research output published in referred journal | Journal Paper | Prepared and submitted the research paper for publication | 1 | 1 | 5 | 5 | 5 | 5.00 | Quantile and Restricted Maximum Likelihood Approach for Robust Regression of Clustered Data. <i>The Philippine Statistician</i> Vol. 65, No.2 (2016), pp. 93-106. |
| | | | | | | Total points | | | | 5.00 | |
| MFO 5 | Support to Students | P.I. Student advising and consultation services | Support to students | Mentor students/group in conducting research | | | | | | | |
| | | <i>Statistical Consulting</i> | Support to students | Advised on the design and analysis of research data | 5 | 10 | 5 | 5 | 5 | 5.00 | |


| MFO No. | Description of MFO's/PAPs | Success/ Performance Indicators (PI) | Program/Activities / Projects | Tasks Assigned | Target | Details of Actual Accomplishment as of December 2016 | Rating | | | | Remarks |
|---------|--|---|-------------------------------|------------------------------------|--------|--|---------|------------|------------|---------|--|
| | | | | | | | Quality | Efficiency | Timeliness | Average | |
| | | PI.2 Number of hours spent for student consultation & thesis advising | Support to students | | | | | | | | |
| | | On student consultation | Support to students | Entertained students in my classes | 20 | 20 | 5 | 5 | 5 | 5.00 | regarding subject matters, grades, exams |
| | | | | | | Total points | | | | 10.00 | |
| MFO 6 | General Admin. & Support Services (GASS) | | | | | | | | | | |
| | Efficient & Constumor Friendly | Zero percent complaint from clients served | General services | Entertains clients | 0% | | 5 | 5 | 5 | 5.00 | Students, Parents, Faculty & Staff |
| | | | | | | Total points | | | | 5.00 | |
| | Total Over-all Rating | | | | | | | | | 40.00 | |
| | Average Rating | | | | | | | | | 5.00 | |
| | Adjectival Rating | | | | | | | | | 0.00 | |


| | |
|---|------|
| Average Rating (Total Over-all rating divided by 4) | 5.00 |
| Additional Points: | |
| Punctuality | |
| Approved Additional points | |
| FINAL RATING | 5.00 |
| ADEJECTIVAL RATING | |

Comments & Recommendations
for Development Purpose:

Received by: 
Planning Officer
Date: _____

Calibrated by: 
REMBERTO A. PATINDOL, Ph.D.
Chairman, PMT
Date: _____

Recommending Approval: 
BEATRIZ S. BELOMIAS, Ph.D.
Vice Pres. for Instruction
Date: _____

Approved: 
EDGARDO E. TULIN, Ph.D.
President
Date: _____