SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **INISH CHRIS P. MESIAS**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.97x50%=2.49	
b. Students (50%)		4.17x50%=2.08	
Total for Instruction	78.09%	4.57	3.57
2. Research	5.84%	4.96	0.29
3. Extension	8.76%	5.00	0.44
4. Administration	7.31%	5.00	0.37
5. Production	0%	0.00	0.00
TOTAL			**4.67**

EQUIVALENT NUMERICAL RATING: 4.67
Add: Additional Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.67

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

INISH CHRIS P. MESIAS
Name of Faculty

Reviewed by:

LYNETTE C. CIMAFRANCA
Department Head

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **INISH CHRIS P. MESIAS**, a faculty member of the DEPARTMENT OF FOOD SCIENCE AND TECHNOLOGY, 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 **January-June 2023.**

Approved:

INISH CHRIS P. MESIAS
Assistant Professor II
Date:

LYNETTE C. CIMAFRANCA
Department Head
Date: 7/28/23

MFO No.	Description of MFO's/PAPs	-	Tasks Assigned	Target	Actual Accomplishment	Rating Quality	Rating Eficiency	Rating Timeliness	Rating 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 & monitored*	A1. Actual Faculty's FTE	Handles courses assigned	1	1.34	5	5	5	5.00	FTEC232- Microbial Aspect of Food Processing
	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 manuscript	0	0					
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	3	6	5	5	5	5.00	
	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, and reading assignments							
		Assessment tools	Prepares assessment tools							
		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 Moddle							
	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

				Target	Accomp.				Ave.	Remarks
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches FTec 150 (lec) and FTec 124n (Lec)	20	17.18	5	5	5	5.00	FTec 150, FTec 124n
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	1	5	5	5	5.00	Undergrad Research,
		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	1	10	5	5	4	4.67	FTec 150, Undergrad Research,
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	OBE (OGS)
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	10	5	5	5	5.00	FTEC232, FTec 150, FTec 124n
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec	20	350	5	5	5	5.00	FTec 150, FTec 124n
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	100	350	5	5	5	5.00	FTec 150, FTec 124n

PI	Activity	Description	Target	Accomplishment	Q	E	T	Avg	Remarks
PI 8: Number of students advised: *	**A16**. Number of students advised:	Acts as academic adviser to students	4	47	5	5	5	5.00	
	A17. *Number of students advised on thesis/ field practice/special problem:*								
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	4	5	5	5	5.00	
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript	5	6	5	5	5	5.00	
	A18. *Number of students entertained for consultation purposes*	Entertains students consulting on subject taught, thesis and grades	80	350	5	5	5	5.00	
PI 9: Number of student organizations advised/ assisted *	**A19**. *Number of Student organizations advised*	*Advises student organizations recognized by USOO*	1	1	5	4	5	4.67	PAFT
	A20. *Number of Student organizations assisted on student related activities*	*Assists student organizations in implementing student related activities*	1	1	5	5	5	5.00	PAFT
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 the following: Instructional module laboratory guide/workbook*	1 1	1 1	5	5	5	5.00	
	Supplemental learning resources	*Prepares the following: Power Point presentation Video clips reading assignments*	2 2 2	8 4 4	5	5	5	5.00	FTec 150, FTec 124n
	Assessment tools	Prepares the following: term exam (lec) term exam (lab) quizzes (lec and lab) problems sets (lab) lab reports	2 2 2 2 6	6 1 210 2 7	5	5	5	5.00	FTec 232, FTec 150, FTec 124n
	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						
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	2	5	5	5	5.00	FTec 150, FTec 124n

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	5	5	5.00	AACCUP
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU		10	5	5	5	5.00	
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	5	5	5	5.00	FTec124n topic defense

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	2	2	5	5	5	5.00	RSPR and TBI
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	2	5	5	5	5.00	ISP, RSPR
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	5	5	5.00	
	In refereed nat'l/regional journals		1	1	5	5	5	5.00	
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		1	1	5	5	5	5.00	ISP
	In nat'l/regional fora/conferences		1	1	5	5	5	5.00	ISP
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	5	5	5.00	PCHRD
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student								
	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							

					Q	E	T	Ave	Remarks
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	1	2	5	4	5	4.67	ISP project outputs
	A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	1	1	5	5	5	5.00	Conducted blended training (ISP Project)

UMFO 4. EXTENSION SERVICES

					Q	E	T	Ave	Remarks
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	30	10	5	5	5	5.00	DABAR project benificiaries
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	Implements duly approved extension projects	1	0					
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		3	6	5	5	5	5.00	Urbanu, Adino, Torres, Endico, Destrajo, Avergonzado
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons	Resource Persons		1	4	5	5	5	5.00	ITSO training, BSABE trainings
Convenor/Organizer	Convenor/Organizer		1	1	5	5	5	5.00	HACCP (BSABE students)
Consultancy	Consultant		1	1	5	5	5	5.00	DOST Food Safety
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							

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 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	100% compliant	100% compliant	5	5	5	5.00	
	A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
	On program accreditations								
	On institutional accreditations								

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	no complaint	no complaint	5	5	5	5.00	
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							
								189.01	
Total Over-all Rating									

Average Rating (Total Over-all rating divided by 4)	4.97
Additional Points	
Approved Additional Points (with copy of approval)	
FINAL RATING	4.97
ADJECTIVAL RATING	Outstanding

Evaluated & Rated by:

LYNETTE C. CIMAFRANCA
Department Head
Date: 7/25/23

Recommending Approval

VICTOR B. ASIO
Dean, CAFS
Date:

Comments and Recommendations for Development Purpose
Recommended to attend training relative to PhD courses which she will be handling once the program is offered.

Approved by

BEATRIZ S. BELONIAS
Vice President for Instruction
Date:

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **INISH CHRIS P. MESIAS**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/ Recomm endation
1	Teaches assigned subjects and performs other teaching related functions such as prepares and revises learning guides, course syllabus.	Very Satisfactory	• Teaches assigned subject – 2nd Sem SY 2022-2023 Prepares and revises learning materials	February 2023	July 2023	Impressive	Very Satisfactory	
2	Prepares, gives and checks term exams, quizzes, posttest/pretests, learning tasks.	Very Satisfactory	February 2023 – July 2023 (ongoing process) whole period of the 2nd Semester 2022-2023	February 2023	July 2023	Impressive	Very Satisfactory	
3	Submits grade sheets within prescribed period and make herself available for student consultation and approves manuscripts.	Very Satisfactory	• Submits midterm and final grades for 2nd Semester 2022-2023 • Consultation as thesis adviser Consultation as academic adviser	February 2023	July 2023	Impressive	Very Satisfactory	
4	Attends meetings and performs function as member of different committees	Very Satisfactory	January – June 2023			Impressive	Very Satisfactory	
5	Performs other functions	Very Satisfactory	January- June 2023					

*Either very impressive, impressive, needs improvement, poor, very poor
**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

LYNETTE C. CIMAFRANCA
Department Head

EXHIBIT L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee   : **INISH CHRIS P. MESIAS**
Performance Rating   : **Outstanding**

Aim: To improve teaching capability of faculty member.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2023   Target Date: December 2023

First Step:

Prepare publication for submission to international refereed journal and submit application for PhD

Result:

Paper ready for submission in referred journal and PhD application submitted.

Date: January 2023   Target Date: December 2023

Next Step:
Participation to trainings relative to PhD courses she will be handling once the program is offered.

Outcome:
Enhance teaching capability in BS and MSFST courses as well as soon to be offered PhD courses.

Final Step/Recommendation:
Deploy Ms. Mesias to graduate studies abroad (PhD).

Prepared by:

LYNETTE C. CIMAFRANCA
Unit Head

Conforme:

INISH CHRIS P. MESIAS
Ratee