

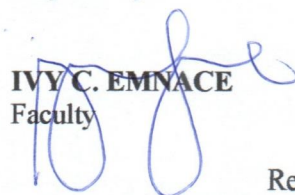
Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **IVY C. EMNACE**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.95x50%=2.48	
b. Students (50%)		4.67x50%=2.34	
Total for Instruction	59.22%	4.82	2.85
2. Research	15.39%	5.00	0.77
3. Extension	8.55%	4.78	0.41
4. Administration	16.84%	5.00	0.84
5. Production	0%	0.00	0.00
TOTAL			4.87

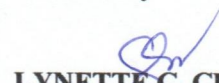
EQUIVALENT NUMERICAL RATING: 4.87
Add: Additional Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.87

ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:


IVY C. EMNACE
Faculty

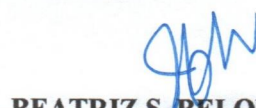
Reviewed by:


LYNETTE C. CIMAFRANCA
Department Head

Recommending Approval:

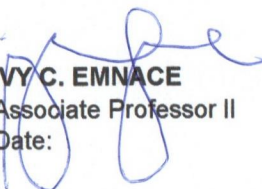

VICTOR B. ASIO
College Dean

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **Ivy C. Emnace**, 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 2022.


IVY C. EMNACE
 Associate Professor II
 Date:

Approved:

LYNETTE C. CIMAFRANCA
 Department Head
 Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan.-Dec.)	Actual Accomplishment (January-June 2022)	Rating				REMARKS
						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	1	0.33	5	5	4	4.67	FTec 234
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	5	5	5	5	5.00	Diaz, M., Punay, S., Edano, L., Suganob, C., Espinosa K,
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman/Adviser	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	5	5	5	5	5.00	Thesis Outline: Punay, Diaz, Edano Thesis Manuscript: Puna Edano
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	2	5	5	5	5.00	MS AnSci (Makilan); PhD AnSc (Largo)

		A4 . Number of students entertained for consultation purposes	<i>Entertains students seeking consultation with faculty</i>	5	11	5	5	5	5.00	1 MSAnSci enrolled in FTec 234, 3 MS AnSci (Member of the GAC), 5 MSFST (Adviser), Other (2) MSFST students
	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	<i>Converts the existing instructional materials into flexible learning systems</i>							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>							
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	4	7	5	5	5	5.00	FTec 234
		<i>Assessment tools</i>	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>	4	10	5	5	5	5.00	2 Long Exams, 2 Term Exams, 6 learning tasks
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	<i>Submits the course ware duly reviewed by TRP for editing by MMDC editor</i>							
		A 7 : Number of virtual classroom created and operational	<i>Creates virtual classroom using either Moodle or Google Classroom</i>							
	PI 10 . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	<i>Designs experiential learning activities and other outputs to implement new normal</i>							
		<i>Enrollment</i>	<i>Evaluated, assessed and advised students</i>	3	5	5	5	5	5.00	Diaz, M., Punay, S., Edano, L., Suganob, C., Espinosa K,

		Number of term paper/critique paper checked	Checks term papers/critique paper/learning task/activities	5	9	5	5	5	5.00	critic paper (4), Term paper (2), Research Proposal (1), Reporting Material (2)
		Number of Exam papers checked	Checks exam papers	2	5	5	5	4	4.67	2 Long Exams, 2 Term Exams
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	1	14.24	5	5	5	5.00	Ftec 132n Lec (2 sections); Ftec 132n Lab (2 sections)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	2	5	5	5	5.00	Ftec 132n Lec (2 sections)
		A11. 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	2	2	5	5	5	5.00	Ftec 132n, Ftec 131
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	5	5.00	Onboarding orientation/seminar (OVPA and OGS)
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	4	5	5	4	4.67	Exams administered: 2 Long Exams; 2 Term exams
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	150	5	5	5	5.00	33 students (6 learning tasks/assessment which serves as the quiz for lecture)
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	5	174	5	5	4	4.67	33 students (6 laboratory reports)

	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	1	5	5	5	5	5.00	Madrazo, Villocino, Lacaba, Panugaling, Padua
		A17. Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman /Adviser</i>	Advises, and corrects research outline and thesis/SP manuscript	3	7	5	5	5	5.00	Bertulfo, Gumapac, Daniel, Ceniza, Buna, Villocino, Competente
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	2	9	5	5	5	5.00	Butlig, Palencia, Piamonte, Zamora, Bandalan, Cacho, Casio, Santiago, Ogdoo
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	7	17	5	5	5	5.00	As Adviser and Member of the SRC
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO							
		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							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>							
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	4	10	5	5	5	5.00	Ftec 132n Lec and Lab
		<i>Assessment tools</i>	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>	4	5	5	5	5	5.00	Long Exams and Term Exams in Ftec 132n lec and Lab
		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 operational	Creates virtual classroom using either Moodle or Google Classroom							

	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	12	5	5	5	5.00	Area IV (International Linkages and Consortia)
		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	1	3	5	5	5	5.00	Development of Emergency Food (Internationalization); Support to Lab Facilities (Internationalization); Functional Component of Selected Sweetpotato Food Products
	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							
		<i>In refereed int'l journals</i>	Published research outputs							
		<i>In refereed nat'l/regional journals</i>								
	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 scientific fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								

	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							
	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	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	1	1					Soya-Tableya Beverage Training to the beneficiary, Guilang's Tableya
	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	2	4	5	4	4.33	Strengthening Processing Skills, Enhancement of Product Quality, and Development of Business Management Skills Among Small Scale Food Processors; VSU Its SAFE
	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		1	1	5	5	5	5.00	Emergency Food Pack (Eileen B. Bandalan)
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons		1	1	5	5	5	5.00	Training on Seafood Product Processing (Sponsor: DENR)
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	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 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							
		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							

	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							
			Attends meetings Department Meetings and other committee	3	15	5	5	5	5.00	
			Attended orientations and workshops related to university thrust and agenda	1	2	5	5	5	5.00	
		Chairman/member of university and dept. committees; technical working group; project leader/study leader	Attends to meetings, as workforce, planning	1	13	5	5	5	5.00	Housing committee, VSUFA BOD, AACUP, Future Thinking Core Team
		Number of IMs reviewed	Reviews lms, TOS, Syllabus as member of the department IMs Review Committee	2	8	5	5	5	5.00	FTec162, FTec124, FTec152, FTec166
		Number of Webinars, Conference, Trainings, Workshops Attended	Webinars, Conference, Trainings, Workshops Attended							
			as OIC of the department head	1	4	5	5	5	5.00	
		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									163.01	

Average Rating (Total Over-all rating divided	4.94
Additional Points	
Improved Additional Points (with copy of approval)	
FINAL RATING	4.94
ADJECTIVAL RATING	Outstanding

Evaluated & Rated by:

LYNETTE C. CIMA FRANCA
Department Head
Date:

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 Academic Affairs
Date: 8-5-2022

PERFORMANCE MONITORING FORM

Name of Employee: **IVY C. EMNACE**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/ Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as prepares and revises learning guides, course syllabus.	Very Satisfactory	<ul style="list-style-type: none"> Teaches assigned subject – January - July 2022 (2nd Sem) Prepares and revises learning guides through virtual classroom and course syllabus 	July 2022 February 2022	July 2022 February 2022	Impressive	Very Satisfactory	
2	Prepares, gives and checks term exams, quizzes, posttest/pretests, learning tasks.	Very Satisfactory	January -July 2022 - ongoing process whole period of the 2 nd Semester 2021-2022	July 2022	July 2022	Impressive	Very Satisfactory	
3	Submits grade sheets within prescribed period and make herself available for student consultation and approves manuscripts.	Very Satisfactory	<ul style="list-style-type: none"> July 2022- 2nd Sem. SY 2021-2022 Consultation -July- December 2021 			Impressive	Very Satisfactory	
4	Attends meetings and performs function as member of different committees	Very Satisfactory	January – June 2022 (as scheduled)			Impressive	Very Satisfactory	
5	Performs other functions	Very Satisfactory	January – June 2022					

*Either very impressive, impressive, needs improvement, poor, very poor

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:


LYNETTE C. CIMAFRANCA
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : IVY C. EMNACE

Performance Rating : Outstanding

Aim: To improve teaching capability of the faculty member

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

Date: January 2022

Target Date: December 2022

First Step:

Require Dr. Emnace to finalize IMs for MMDC review

Result:

Finalized IM ready for MMDC review.

Date: July 2022

Target Date: December 2022

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.

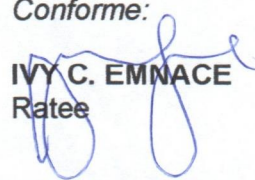
Final Step/Recommendation:

Encourage Dr. Emnace to write a book for instructional purposes.

Prepared by:


LYNETTE C. CIMAFRANCA
Unit Head

Conforme:


IVY C. EMNACE
Ratee