

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: JUSTINE BENNETTE H. MILLADO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.91 \times 0.5 = 2.455$	
b. Students (50%)		$4.57 \times 0.5 = 2.285$	
Total for Instruction	50%	4.74	2.37
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	20%	5	1
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	20%	5	1
4. Administration			
5. Others	10%	4.88	0.488
TOTAL			4.858

EQUIVALENT NUMERICAL RATING: 4.86

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.86**ADJECTIVAL RATING: OUTSTANDING

Prepared by:

JUSTINE BENNETTE H. MILLADO

Name of Faculty

Reviewed by:

ROBELYN T. PIAMONTE

Department Head

Recommending Approval:

SUZETTE B. LINA

Dean/Director

Approved:

ROTACIO S. GRAVOSO

Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JUSTINE BENNETTE H. MILLADO**, faculty member of the **DEPARTMENT OF PEST MANAGEMENT** agree to deliver and to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **JANUARY - JUNE 2024**.

Ratee:

JUSTINE BENNETTE H. MILLADO

Assistant Professor IV

Date: JUL 19 2024

Approved:

ROBELYN T. PIAMONTE

Head, DPM

Date: JUL 23 2024

SUZETTE B. LINA

Dean, CAFS

JUL 25 2024

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan-June)	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI : Total FTE monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1	2.78	5	5	5	5.0	
	PI 10: Additional outputs	A2. Number of students advised	Acts as academic adviser to graduate students	2	5	5	5	5	5.0	
		A3 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	10	24	5	5	5	5.0	

		A4 . Number of Graduate reports checked	Checks reports required for graduate subject	2	28	5	5	5	5.0	
		A5 . Number of Graduate examinations conducted and checked	Conducts and checks examinations for graduate subject handled	1	3	5	5	5	5.0	
		A6 . Number of Graduate grade sheets submitted	Submits gradesheets for graduate subjects	1	2	5	5	4	4.67	
		A7 . Number of comprehensive examination conducted	Conducts comprehensive examination for graduate students							
		A8 . Supplemental learning resources	Prepares Instructional learning resources for graduate subjects	1	2	5	5	5	5.0	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 10: Total FTE, coordinated, implemented and monitored *	A1. Actual Faculty's FTE	Handles and teaches courses assigned	0.5	1.2	5	5	5	5.0	
	PI 15: Number of instructional materials/syllabi approved	A2. Number of instructional materials/syllabi approved	Prepares instructional materials/syllabi for approval							
	PI 16: Percentage of courses offered with final grades submitted within the allowable period	A3. Percentage of courses offered with final grades submitted within the allowable period	Submits grade sheets within allowable period	100%	100%	5	5	4	4.67	

	PI 18: Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students (TPES)	A 4. Percentage of courses rated at least VS in the Teaching Performance Evaluation by Students (TPES)	Receives at least a VS in the Teaching Performance by students (TPES)	50%	100%	5	5	5	5.0	
	PI 19: Additional Outputs	A 10. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	4	5	5	5	5.0	
		A 11. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	5	5	5	5	5.0	
		A 12. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2	14	5	5	5	5.0	
		A 13. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	4	5	5	3	4.33	
		A 14. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	2	5	5	5	5.0	
		A.19. Awards received	Receives International/ National/Regional award							
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A20. 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							

			Developes and submits research paper for publication in referreed international/national indexed journal	2	7	5	5	5	5.0	
	PI 2. Number of research outputs completed within the year *	A 21. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	2	5	5	5	5.0	
			Number of Projects/Studies Implemented	1	2	5	5	5	5.0	
	PI 3: Number of research outputs presented in regional/national/ int'l fora/conferences	A 22. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora/conferences	3	5	5	5	5	5.0	
		<i>a. International</i>								
		<i>b. National</i>		1	3	5	5	5	5.0	
		<i>c. Regional or Institutional Conferences</i>	Prepares, submits and presents research paper in scienfic for a/conferences	1	2	5	5	5	5.0	
	PI 7: Amount of research money obtained from external sources	A 23. Amount of research money obtained from external sources	Requests for research money from external sources							
			Number of Proposals Approved for Funding							
			Funds Generated	2M	8.1M	5	5	5	5.0	
		A.24. Number of Proposals developed and submitted	Developed and submit proposal	1	2	5	5	5	5.0	

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 (MOUs/MOAs)	A 32. 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	1	6	5	5	5	5.0	
	PI 2: Number of trainees weighted by the length of training	A 33. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3: Number of extension programs and projects	A 34. Number of extension programs and projects	Implements extension programs and projects	1	1	5	5	5	5.0	Component Leader of the Extension Project entitled "Pest Clinic"
	PI 4: Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	A 35. Percentage of beneficiaries who rated the training course/s as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses	80%	100%	5	5	5	5.0	
	PI 5. Number of technical/expert services	A 36. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
		a. Peer reviewer of journal/book		2	7	5	5	5	5.0	
		b. Review of research and extension proposal		1	3	5	5	5	5.0	
		c. Resource speaker/person (panelist, discussant, judge in academic and research competition,								

		d. accreditor								
		e. consultancy								
		f. Research Mentoring		2	4	5	5	5	5.0	
	PI 6: Number of extension proposals submitted	A 37. Number of extension proposals submitted	Prepares extension project proposals and submits for review	1	1	5	5	5	5.0	
	PI 7: Number of extension proposals approved	A 38. Number of extension proposals approved	Follow ups submitted and reviewed extension proposals	1	1	5	5	5	5.0	
	PI 8: Number of extension proposals implemented	A 39. Number of extension proposals implemented	Implements duly approved extension projects	1	1	5	5	5	5.0	
	PI 9: Number of extension outputs presented in int'l, national, regional or institutional conferences	A 40. Number of extension outputs presented in:	Prepares, submits and presents extension paper in conferences							
		a. International								
		b. National								
		c. Regional or Institutional Conferences								
	PI 10: Number of extension activities conducted	A 41. Number of extension activities conducted	Conducts extension program activities	1	3	5	5	5	5.0	
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *	Receives an award related to extension activities							

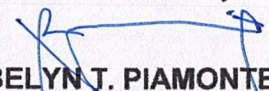
UMFO 5. SUPPORT TO OPERATIONS

OVPI MFO 1. Faculty Development Services									
PI 7: Number of trainings, seminars, and conferences attended	A 50. Number of training, seminars, and conferences attended (international, national, regional/institutional)	Attends training, seminars, and conferences attended (international, national, regional/institutional)							
	<i>International</i>		1	2	5	5	5	5.0	
	<i>National</i>		1	3	5	5	5	5.0	
	<i>Regional/Institutional</i>		1	1	4	5	5	4.67	
OVPI MFO 3. Registration Services									
PI 9: Percentage of students enrolled and validated within the registration period	A 51. Percentage of students enrolled and validated within the registration period	Validates students within the registration period	50%	100%	5	5	5	5.0	
PI 10. Number of students advised during the registration period	A 52. Number of students advised during the registration period	Acts as academic adviser	5	27	5	5	5	5.0	
OVPI MFO 4. Curricular Program Management Services									
PI 12: Number of IMs reviewed by the DIMRC	A 53. Number of IMs reviewed by the DIMRC	Submits IMs for review							
PI 13: Number of course syllabi and TOS reviewed and approved	A 54. Number of course syllabi and TOS reviewed and approved	Submits course syllabi and TOS for approval	1	2	5	5	4	4.67	
PI 16: Number of student thesis advised:	A 57. Number of students advised on thesis/field practice/special problem:	Advises and corrects research outline and thesis/SP manuscript	2	6	5	5	5	5.0	
	<i>As SRC Chairman</i>		1	4	5	5	5	5.0	
	<i>As SRC Member</i>		1	3	5	5	5	5.0	

	PI 18: Number of students from other schools having summer program supervised	A 59. Number of students from other schools having summer program supervised	Acts coordinator/facilitator for students from other schools having summer program in VSU							
	PI 19: Number of external institutions/agencies conducting benchmarking activities served	A 60. Number of external institutions/agencies conducting benchmarking activities served	Facilitates in assisting of the external institutions/agencies conducting benchmarking activities	1	2	5	5	5	5.0	
	PI 20: Number of students from other academic departments conducting research activities served	A 61. Number of students from other academic depts conducting research activities served	Facilitates in assisting students from other academic depts conducting research activities	5	8	5	5	5	5.0	
	PI 21: Additional outputs	A 62. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	36	5	5	5	5.0	
UMFO 6. General Admin. & Support Services										
	PI 3: Number of committee meetings conducted	A 67. Number of committee meetings conducted	Acts as committee chairman							
	PI 4: Number of routinary documents acted	A 68. Number of routinary documents acted	Signs documents	10	55	5	5	5	5.0	as project leader of research projects
	PI 5: Number of requests acted	A 69. Number of requests acted	Acted/Approved requests	1	3	5	5	5	5.0	
	PI 6: Number of memoranda prepared	A 70. Number of memoranda prepared	Issues memoranda							

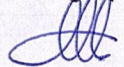
	PI 9: Number of submitted DTR within 20 days after the last day of the month	A 73. Submits DTR within 20 days after the last day of the month	Submits DTR within 20 days after the last day of the month	6	3	3	5	3	3.67	
	PI 10: Percentage of complaints, if any, addressed on time	A 74. Percentage of complaints, if any, addressed on time	Addresses complaints on time (if any)							
	PI 17: Additional Outputs	A 80. Number of meetings attended	Attends meetings (departmental/institutional)	5	15	5	5	5	5.0	
		A 81. 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		1	5	5	5	5.0	specify
	Total Over-all Rating								246.98	
	Average Rating								4.93	
	Adjectival Rating								Outstanding	
Comments and Recommendation for Development Purposes:										

Evaluated & Rated by:


ROBELYN T. PIAMONTE
 Head, DPM

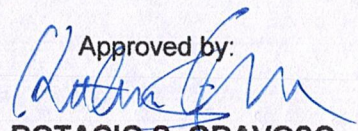
Date: JUL 23 2024

Recommending Approval:


SUZETTE B. LINA
 Dean, CAFS

Date: JUL 25 2024

Approved by:


ROTACIO S. GRAVOSO
 Vice President for Academic Affairs

Date: JUL 26 2024



TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: MILLADO, JUSTINE BENNETTE H.

Department: Dept. of Pest Management

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
PPrt 197	METHODS OF AGRICULTURAL RESEARCH	LEC	5.00	Outstanding	100.0%
PPrt 197	METHODS OF AGRICULTURAL RESEARCH	LAB	5.00	Outstanding	100.0%
PPrt 172	BENEFICIAL ARTHROPODS AND MICROORGANISMS	LEC	4.00	Very Satisfactory	80.0%
PPrt 172	BENEFICIAL ARTHROPODS AND MICROORGANISMS	LEC	5.00	Outstanding	100.0%
PPrt 172	BENEFICIAL ARTHROPODS AND MICROORGANISMS	LEC	4.00	Very Satisfactory	80.0%
PPrt 172	BENEFICIAL ARTHROPODS AND MICROORGANISMS	LEC	5.00	Outstanding	100.0%
PPrt 199-A	SEMINAR - A	LEC	5.00	Outstanding	100.0%
PPrt 172	BENEFICIAL ARTHROPODS AND MICROORGANISMS	LEC	4.00	Very Satisfactory	80.0%
PPrt 172	BENEFICIAL ARTHROPODS AND MICROORGANISMS	LEC	4.00	Very Satisfactory	80.0%
PPrt 172	BENEFICIAL ARTHROPODS AND MICROORGANISMS	LEC	5.00	Outstanding	100.0%
PPrt 172	BENEFICIAL ARTHROPODS AND MICROORGANISMS	LEC	5.00	Outstanding	100.0%
PPrt 172	BENEFICIAL ARTHROPODS AND MICROORGANISMS	LEC	5.00	Outstanding	100.0%
Ento 141	INSECT TAXONOMY	LAB	4.00	Very Satisfactory	80.0%
PPrt 172	BENEFICIAL ARTHROPODS AND MICROORGANISMS	LEC	4.00	Very Satisfactory	80.0%
Average Rating			4.57	Outstanding	91.43%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory(S)

3.50 – 4.49 Very Satisfactory(VS)

4.50 – 5.00 Outstanding(O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: May 27, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 27, 2024

Received by:

MILLADO, JUSTINE BENNETTE H.

Name and Signature of Faculty

Date: _____

Distribution of copies: ODIE, College, Department, Faculty

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

PERFORMANCE MONITORING & COACHING JOURNAL

✓	1st	Q U A R T E R
✓	2 nd	
	3 rd	
	4th	

Name of Office: DEPARTMENT OF PEST MANAGEMENT

Head of Office: ROBELYN T. PIAMONTE

Number of Personnel: 10

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring IPCR Targets for CY 2024 Assignment of Teaching Load TOS and Syllabus Preparation Preparation of documents for ISO Surveillance Audit, AACUP Accreditation, and for CHED COPC application		Meeting with DPM Faculty and Staff Meeting with concerned faculty and staff			Teaching load equally distributed Documents prepared for, AACCUP Accreditation and CHED COPC
Coaching What document to get and prepare for ISO surveillance audit, AACCUP Accreditation and CHED COPC application					Documents needed secured from concerned offices and staff

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

ROBELYN T. PIAMONTE
Immediate Supervisor

Verified by:

SUZETTE B. LINA
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JUSTINE BENNETTE H. MILLADO

Performance Rating: _____

Aim: Maintain the excellent performance in Instruction, Research, Extension & Innovation.

Proposed Interventions to Improve Performance:

Date: _____ Target Date: July-Dec 2024

First Step:

Result:

Date: _____ Target Date: July-Dec 2024

Next Step:

Outcome: _____

Final Step/Recommendation:

for post doc

Prepared by:

ROBELYN T. PIAMONTE
Unit Head

Conforme:

JUSTINE BENNETTE H. MILLADO
Name of Ratee Faculty/Staff