

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **Dr. REMBERTO A. PATINDOL**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	20%	5.00	1.00
b. Students (50%)	-	-	1.00
Total for Instruction	40%	5.00	2.00
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research		-	-
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension		-	-
4. Support to Operation	20%	4.75	0.95
5. Administration	40%	4.56	1.82
TOTAL	100%		4.77

EQUIVALENT NUMERICAL RATING: 4.77

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.77


ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


REMBERTO A. PATINDOL
Name of Faculty

Approved:



EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **Dr. Remberto A. Patindol**, Vice President for Administration and Finance, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July - December 31, 2020.


REMBERTO A. PATINDOL
 Vice President for Admin. & Finance
 Date:

Approved:

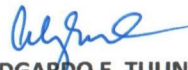

EDGARDO E. TULIN
 President
 Date:

MFO's/PAPs	Success Indicators	Target	Actual Accomplishment	Percent Accomplishment	Rating				Remarks
					Q	E	T	A	
MFO1: Advanced & Higher Education Services	Number of FTE implemented	7	10	143%	5	5	5	5	Stat 210 (Lec and Lab)
	Sub-total (Points):				5.00	5.00	5.00	5.00	
	Sub-Total (Average Score):				5.00	5.00	5.00	5.00	
MFO4: Administration and Support Services									
Administrative Services and Management	Number of Offices and units directly supervised and monitored	19	19	100%	5	4	5	4.67	
	Number of university-wide committees chaired and coordinated	7	7	100%	5	4	5	4.67	NAPB, PMT, VASC, Disposal, CNA, Tree Mg't, Safety & Health Committees
	Number of university-wide committees meetings conducted	50	70	140%	5	5	5	5.00	
	Number of administrative and financial documents reviewed and approved	3,000	3,130	104%	5	4	4	4.33	
	Number of Memorandum issued	5	7	140%	5	4	5	4.67	
	Number of linkages with external agencies maintained	12	12	100%	5	4	4	4.33	CSC, PASUC, DBM, CHED, NEDA, GSIS, PhilHealth, Ombudsman, GPPB, AO25 Secretariat, LGU Offices

MFO's/PAPs	Success Indicators	Target	Actual Accomplishment	Percent Accomplishment	Rating				Remarks
					Q	E	T	A	
	Efficient customer friendly frontline service	Zero complaint	Zero complaint	100%	5	5	5	5.00	
Physical facilities development and maintenance	Percentage of infrastructure coordinated and monitored	100%	100%	100%	5	4	4	4.33	
	Percentage of building repairs coordinated and monitored	100%	100%	100%	5	4	4	4.33	
	Percentage of power-related projects coordinated and monitored	100%	100%	100%	5	4	4	4.33	
	Percentage of water and sewer lines improvement and maintenance projects coordinated and monitored	100%	100%	100%	5	4	4	4.33	
	Percentage of repair and maintenance of light vehicles and heavy equipment programs coordinated and monitored	100%	100%	100%	5	4	4	4.33	
	Percentage of collection & disposal of garbage monitored	100%	100%	100%	5	4	4	4.33	
	Percentage of instrumentation, computers, cooling units, and laboratory facilities repaired, maintained, and monitored	100%	100%	100%	4	4	4	4.00	
Financial Services and Management	Number of budget proposals reviewed and endorsed for UADCO and BOR approval	1 volume of budget proposal for 2020 submitted on time to governing bodies, error free	1 volume of budget proposal for 2020 submitted on time to governing bodies, error free	100%	5	5	4	4.67	
	Percentage of database records updating monitored	100%	100%	100%	5	5	4	4.67	
	Percentage of financial documents received and approved	Documents released within 20 mins	Documents released within 10 mins	100%	5	5	5	5.00	
Human Resource Management and Development	No. of activities conducted in compliance to ISO requirements/alignment to QMS coordinated & monitored	2 RSP, 2 L&D, 1 PM and 3 R&R processes	2 RSP, 2 L&D, 1 PM and 3 R&R processes	100%	5	5	4	4.67	
	Number of human resource management systems monitored	6	6	100%	5	4	4	4.33	

MFO's/PAPs	Success Indicators	Target	Actual Accomplishment	Percent Accomplishment	Rating				Remarks
					Q	E	T	A	
	Percentage of existing HRM Policies and Practices with PRIME -HRM Standards monitored	100%	100%	100%	5	5	4	4.67	
	Percentage of existing HRM Policies and Practices to ISO 9001:2015 monitored	100%	100%	100%	5	4	4	4.33	
Medical and Dental Health Services	Percentage of medical-related services monitored	100%	100%	100%	5	5	4	4.67	
	Percentage of dental-related services monitored	100%	100%	100%	5	5	4	4.67	
	Percentage of health-related training/seminar monitored	100%	100%	100%	5	5	4	4.67	
Support Services	Efficient customer friendly frontline service	Zero complaint	Zero complaint	100%					
	Sub-total (Points):				119	106	102	114	
	Sub-Total (Average Score):				4.76	4.24	4.08	4.56	
Total Over-all Rating					124	111	107	119	
Average Rating					4.88	4.62	4.54	4.78	
Adjectival Rating					OUTSTANDING			O	

Evaluated & Rated by:


EDGARDO E. TULIN
 Immediate Supervisor

Date: _____

Recommending Approval:

 N/A

Approved by:


EDGARDO E. TULIN
 President

Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **REMBERTO A. PATINDOL**

Performance Rating: **July – December 2020**

Aim:

Development of capability to manage existing resources and personnel to cope with the "New Normal" under this pandemic

Proposed Interventions to Improve Performance:

Date: _____ Target Date: Aug. to Sept. 2020

First Step:

Attend webinars on strategies & innovations to cope with administrative responsibilities during this pandemic

Result:

Dr. Patindol missed the schedule of relevant webinars and was not able to attend


Date: _____ Target Date: Jan – Jun 2020

Next Step: Try attending such webinars scheduled in Jan. to June, 2021

Outcome: _____

Final Step/Recommendation:

Prepared by:


EDGARDO E. TULIN
President

Conforme:


REMBERTO A. PATINDOL
Vice President for Administration & Finance