

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: ELSIE E. SALAMAT

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.94 \times 0.5 = 2.47$	
b. Students (50%)		$4.50 \times 0.5 = 2.25$	
Total for Instruction	65%	4.72	3.068
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. Administration	35%	4.8	1.68
5. Production			
TOTAL			4.75


EQUIVALENT NUMERICAL RATING: 4.75

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: **4.75**

ADJECTIVAL RATING: OUTSTANDING

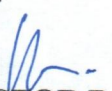
Prepared by:


ELSIE E. SALAMAT
Name of Faculty


Reviewed by:


ELVIRA L. OCLARIT
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELSIE E. SALAMAT, a faculty member of the DEPARTMENT OF PEST MANAGEMENT commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January - June, 2022

Elsie Salamat
ELSIE E. SALAMAT
 Assoc. Prof. II
 Date:

Approved:
Elvira L. Oclarit
ELVIRA L. OCLARIT
 Department Head
 Date:

Victor B. Asio
VICTOR B. ASIO
 College Dean
 Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	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											
OVPI MFO 2. Graduate Student Management											
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE		Handles subjects/courses assigned	0.5*	0.83	5	5	5	5.0	
	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							
		A4 . Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty	1*	2	5	5	5	5.0	
	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	1*	2	5	5	5	5.0	
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1*	8	5	5	5	5.0	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1*	20	5	5	5	5.0	
		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 either Moodle or Google Classroom	1*	1	5	4	5	4.67	

	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 Service											
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE		Handles and teaches courses assigned	4.5*	7.0	5	5	5	5.0	
		A10. Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	2*	3	5	5	5	5.0	
		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	5*	12	5	5	5	5.0	
		A12. Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings							
		A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	6*	7	5	5	5	5.0	
		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	15*	240	5	5	5	5.0	
		A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	170*	188	5	5	5	5.0	

	PI 8: Number of students advised: *	A16. Number of students advised:		<i>Acts as academic adviser to students</i>	20*	20	5	5	5	5.0	
		A17. Number of students advised on thesis/ field practice/special problem:									
		<i>As SRC Chairman</i>	Advising/co rrection	Advises, and corrects research outline and thesis/SP manuscript	2*	6	4	5	5	4.67	
		<i>As SRC Member</i>	Advising/co rrection	Advises and corrects research outline and thesis/SP manuscript	2*	2	4	5	5	4.67	
		A18. Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	10*	10	4	5	5	4.67	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised		Advises student organizations recognized by USSO							
		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		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4*	8	5	5	5	5.0	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	15*	16	5	5	5	5.0	
		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	2*	4	5	5	5	5.0	
	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*	2	5	5	5	5.0	
		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 5. Percent of research proposals approved *	A 31. Percentage 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	UM preparation	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							

		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*			zero non-conformity	5	5	5	5.0		
		A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation								
		On program accreditations	Pilot Plant Manager								
		On institutional accreditations	SSF Rootcrop facility incharge								
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	zero complaint	5	5	5	5.0		

		A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *									
		A 48. Other outputs implementing the new normal due to covid 19									
	PI 3: Additional Outputs										
	Total Over-all Rating									108.68	
	Average Rating									4.94	
	Adjectival Rating									OUTSTANDING	

* The rest of the targets will be accomplished on July-December 2022 rating period

Continuous involvement in mushroom cultivation training

Evaluated & Rated by:

Elvira L. Oclarit
ELVIRA L. OCLARIT

Department Head

Date:

Recommending Approval

Victor B. Asio
VICTOR B. ASIO

Dean, CAFS

Date:

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ELSIE E. SALAMAT

Performance Rating: OUTSTANDING

Aim: To get more involved in mushroom cultivation training.

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step: Encouraged to be more involved in mushroom cultivation training.

Result:

Date: _____ Target Date: _____


Next Step:

Outcome:

Final Step/Recommendation:

Continuous involvement in mushroom cultivation training.

Prepared by:


ELVIRA L. OCLARIT
Unit Head

Conforme:


ELSIE E. SALAMAT

Name of Ratee Faculty/Staff