

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: Dr. Norberto E. Milla

| Program Involvement<br>(1) | Percentage<br>Weight of<br>Involvement | Numerical Rating<br>(Rating x %) |
|----------------------------|--|----------------------------------|
| (1)                        | (2)                                    | (3)                              |
| 1. Instruction             |  |                                  |
| a. Head/Dean (50%)         |  | 2.50                             |
| b. Students (50%)          |  | 2.50                             |
| TOTAL for Instruction      | 45%                                    | 5.00                             |
| 2. Research                | 15%                                    | 5.00                             |
| 3. Extension               | 10%                                    | 5.00                             |
| 4. Support to Students     | 10%                                    | 5.00                             |
| 5. Administration          | 20%                                    | 5.00                             |
| TOTAL                      |  |                                  |


EQUIVALENT NUMERICAL RATING: 5.00  
Add: Additional Points, if any:  
TOTAL NUMERICAL RATING: 5.00

ADJECTIVAL RATING: Outstanding


Prepared by:

  
NORBERTO E. MILLA  
Name of Faculty

Reviewed by:

  
CANDELARIO L. CALIBCO  
Dean, CAS

Approved by:

  
BEATRIZ S. BELONIAS  
Vice President for Instruction



**VISAYAS**  
STATE UNIVERSITY



**DEPARTMENT OF STATISTICS**  
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**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, **NORBERTO E. MILLA** of the **Department of Statistics, College of Arts and Sciences** committed to deliver and agreed to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July 1, 2019 to December 31, 2019.

**NORBERTO E. MILLA**  
Assoc. Professor III  
Date: \_\_\_\_\_

**CANDELARIO L. CALIBO**  
Dean, CAS  
Date: \_\_\_\_\_

Rating Equivalents:  
5 - Outstanding  
4 - Very Satisfactory  
3 - Satisfactory  
2 - Fair  
1 - Poor

| MFO No. | Description of MFO's/PAPs  | Success/ Performance Indicators (PI)   | Program/ Activities / Projects           | Tasks Assigned   | Target | Details of Actual Accomplishment as of December 2019 | Rating  |            |            |         | Remarks  |
|---------|----------------------------|--|--|------------------|--------|--|---------|------------|------------|---------|----------|
|         |                            |  |  |                  |        |  | Quality | Efficiency | Timeliness | Average |          |
| MF01    | Advance Education Services | PI 1. Number of graduate FTE   | Instruction                              | Teaches Stat 210 | 8      | 7.78   | 5       | 5          | 5          | 5.00    |          |
|         |                            | PI 2. Number of instructional materials and syllabi/course outline developed and revised |  |                  |        |  |         |            |            |         |          |
|         |                            | New lecture notes and IMs developed  | Development of new lecture notes and IMs |                  | 1      | 1  | 5       | 5          | 5          | 5.00    | Stat 210 |
|         |                            |  |  |                  |        | Total points   |         |            |            | 10.00   |          |



[illegible]


[illegible]

|                             |          |
|-----------------------------|----------|
| Average Rating (Total Over- | 5.00     |
| Additional Points:          |          |
| Punctuality                 |          |
| Approved Additional points  |          |
| FINAL RATING                | 5.00     |
| ADJECTIVAL RATING           | <b>O</b> |

Comments & Recommendations for


Encourage Faculty to submit proposals for RDE activities

Evaluated and Rated by:




**NORBERTO E. MILLA, Ph.D.**  
Department Head, DepStat  
Date: \_\_\_\_\_

Recommending Approval:



**CANDELARIO L. CALIBO, Ph.D.**  
Dean, CAS  
Date: \_\_\_\_\_

Approved:



**BEATRIZ S. BELONIAS, Ph.D.**  
Vice Pres. for Instruction  
Date: \_\_\_\_\_