

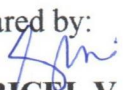
Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **MARICEL V. LIM**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.82 x 100% = 4.82	
b. Students			
Total for Instruction	40%	4.82	1.93
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director (100%)		4.67 x 100% = 4.67	
Total for Research	30%	4.67	1.40
3. Extension			
a. Client/Dir. for Extension			
b. Dept Head/Center Director (100%)		4.33 x 100% = 4.33	
Total for Extension	30%	4.33	1.30
4. Administration			
5. Production			
TOTAL			4.63

EQUIVALENT NUMERICAL RATING: 4.63
Add: Additional Points, if any: 0.10
TOTAL NUMERICAL RATING: 4.73

ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:


MARICEL V. LIM
Name of Faculty

Reviewed by:


WINSTON M. TABADA
Department Head

Recommending Approval:



ROBERTO C. GUARTE
College Dean


Approved:



BEATRIZ S. BELONIAS
Vice President for Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Maricel Villalino-Lim, a faculty member of the DEPARTMENT OF COMPUTER SCIENCE AND TECHNOLOGY 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 to June 2020.


MARICEL VILLALINO-LIM
 Instructor III
 Date: July 22, 2020

Approved:

WINSTON M. TABADA
 Department Head
 Date:


ROBERTO C. GUARTE
 College Dean
 Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment (Jan. -June, 2020)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
							Quality	Efficiency	Timelines	Average	
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	Courses and students handled	Handles and teaches courses assigned	4	30.10	5	5	5	5	2nd sem. AY 2019-2020 : CSci 21 (lec), CSci 44 (lec&lab), NuCM(lec&lab) ITEC11 (lec)
		A10. Number of grade sheets submitted within prescribed period	Gradesheet submission	Prepares gradesheet and submits on or before deadline	3	9	5	5	5	5	
		A 11. 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	0	1	5	5	5	5	Ceje Pilapil
		A12. Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	1	4	5	5	5	5	(1) In-service Training on WEKA (Data Analytics Tool) Basics (2&3) Webinar on Flexible Learning Modalities and Techniques in: Science and Math Engineering and Technology (4) Virtual Training on using Moodle
		A13. Number of long examinations administered and checked	Midterm/ Final exam	Administers and checks long examination for subjects taught	4	4	5	5	4	4.67	Midterm Exam for CSci21, CSci 44, NuCM and ITEC11
		A14. Number of quizzes administered and checked	Quizzes	Prepares and checks quizzes for lec and lab	6	15	5	5	4	4.67	3 - CSci 21, 4 - CSci 44, 4 - NuCM and 4 - ITEC11 quizzes
		A15. Number of lab reports and term papers checked and graded	Laboratory problem sets and practical exams	Checks lab reports and term papers submitted as required	5	10	5	5	4	4.67	5 problem sets and 1 practical exam - CSci 44 5 problem sets and 1 practical exam - NuCM

	PI 8: Number of students advised: *	A16. Number of students advised:	Academic advising	Acts as academic adviser to students	3	10	5	5	5	5	Academic advising to: Remulta, Remuelito Castro, Sheila Bandibas, Christian Cabbarubias, Darwin Berdos, Ma. Leonor Cajes, Martin Ballii. Mel John Cagape, Gee Celine Caintic, Marvin Bulawan, Brian
		A17. Number of students advised on thesis/ field practice/special problem:									
		<i>As SRC Chairman</i>	Advising/ Proofreading	Advises, and corrects research outline and thesis/SP manuscript							
		<i>As SRC Member</i>	Advising/ Proofreading	Advises and corrects research outline and thesis/SP manuscript	3	3	5	4	4	4.33	Thesis adviser to: (1) Abapo, Jeremy (2) Darunday, Jade Kenneth (3) Peseral Abegail
		A18. Number of students entertained for consultation purposes	Consultation	Entertains students consulting on subject taught, thesis and grades	25	100	5	5	4	4.67	thesis advisees, CSci 21, CSci 44, NuCM and ITEC11 students academic advisees
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advising	Advises student organizations recognized by USSO	1	1	5	5	5	5	VSU-AG
		A20. Number of Student organizations assisted on student related activities	Supervise	Assists student organizations in implementing student related activities	1	1	5	5	5	5	VSU-AG
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :	Developed and submitted	Prepares and submits for review by the Technical Review Panel	2	3	5	5	5	5	2nd sem. AY 2019-2020 : CSci 44, NuCM For 1st sem. AY 2020-2021 : ITEC11
		<i>On-line ready courseware</i>	Preparation	Prepares instructional module/laboratory guide/workbook or a combination thereof	2	2	5	5	5	5	CSci 44 student learning guide CSci 44 laboratory manual NuCM student learning guide
		Supplemental learning resources	Preparation	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	4	5	5	5	5	CSCI21 CSCI44 NuCM ITEC11

		Assessment tools	Preparation	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	25	5	5	5	5	3 - CSci 21, 4 - CSci 44, 3 - NuCM and 4 - ITEC11 quizzes 5 - CSci 44, 2 - ITEC11 problem sets 1 midterm exam each for CSci 21, CSci 44, NuCM and ITEC11
		A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Online-blended learning	Submits the course were duly reviewed by TRP for editing by MMDC editor	3	5	5	5	4	4.67	2nd sem. AY 2019-2020 (DCST Moodle):* Csci21, NuCM and CSCI44 For 1st sem. AY 2020-2021 (VSU E-learning Portal):* HRTM135, CSCI22n *not edited by MMDC editor but reviewed by dept TRP
		A 24 : Number of virtual classroom created and operational	Online-blended learning	Creates virtual classroom using either Moodle or Google Classroom	2	4	5	5	4	4.67	2nd sem. AY 2019-2020 (DCST Moodle):* NuCM, CSCI44 For 1st sem. AY 2020-2021 (VSU E-learning Portal):* CSci 21, and CSCI22n
		A 26. Other outputs implementing the new normal due to covid 19	Developed	Designs experiential learning activities and other outputs to implement new normal	1	3	5	4	4	4.33	(1) Online portal/classroom (2) FaceBook Group Chats (3) Instructional Modules
							Total Points			91.67	
							Average Rating			4.82	
UMFO 3 . RESEARCH SERVICES											
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Research	Conducts research for possible utilization by industry or other beneficiaries							
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Published	Conducts and completes research project within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal	A 29. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Published	Writes publishable materials out of research outputs and submits for publication							
		In refereed int'l journals									
		In refereed nat'l/regional journals			0						
	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 scienfic for a/conferences							

		<i>In int'l fora/conferences</i>									
		<i>In nat'l/regional fora/conferences</i>									
	<u>PI 5.</u> Percent of research proposals approved *	<u>A 31.</u> Percentage of of research proposals prepared, submitted and approved	Research proposal	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	5	5	4	4.67	Mobile-based Cacao P. palmivora Disease Recognizer
	<u>PI 6.</u> Additional outputs*	<u>A 32.</u> No. of research-related awards (research conducted by faculty or student w/ faculty)									
		<u>A 33.</u> 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							
		<u>A 34.</u> Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of research output							
		<u>A 35.</u> Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal							
							Total Points			4.67	
							Average Rating			4.67	
UMFO 4. EXTENSION SERVICES											
	<u>PI 1.</u> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<u>A 36.</u> 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							
	<u>PI 2.</u> Number of trainees weighted by the length of training	<u>A 37.</u> Number of trainees weighted by the length of training		Conducts trainings among beneficiaries of technologies for transfer							
	<u>PI 3.</u> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<u>A 38.</u> Number of extension programs/projects implemented		Implemetes duly approved extension projects							

	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									
	Peer reviewers/ Panelists	Peer reviewers/Panelists									
	Resource Persons	Resource Persons									
	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	1	1	5	4	4	4.33	
	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		activities and other outputs to implement new normal							
										Total Points	4.33
										Average Rating	4.33
UMFO 5. SUPPORT TO OPERATIONS											
	OVPI MFO 4. Program and Institutional Accreditation Services										
										Total Points	0.00
										Average Rating	0.00
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							

[illegible]

Average Rating (Total Over-all rating divided by 4)	4.75
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.75
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development Purpose:

- Propose and conduct research and extension projects.
- Attend trainings on good teaching methodologies.

Evaluated and Review:

WINSTON M. TABADA
Head, DCST

Date: _____

Recommending Approval:

ROBERTO C. GUARTE

Dean, CET

Date: _____

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: / /

1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average

PERFORMANCE MONITORING FORM

Name of Employee: MARICEL V. LIM

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 teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, makes herself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Satisfactory	January 2020	June 30, 2020	June 10, 2020	Very Impressive	Very Satisfactory	
2	Attends meetings and performs functions as member of different committees of the department	Outstanding	January 2019	June 30, 2019	January 3, 2019 – June 30, 2019	Very impressive	Outstanding	
3	Performs other functions	Outstanding	January 2019	June 30, 2019	January 3, 2019 – June 30, 2019	Very impressive	Outstanding	

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

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

WINSTON M. TABADA
Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Ms. MARICEL V. LIM**

Performance Rating: Outstanding

Aim: Encourage her to make research and extension project proposals.

Proposed Interventions to Improve Performance:

Date: January, 2020

Target Date: One year from date of intervention

First Step:

Send her to training, seminar/ workshop/ for a related to research and extension activities.

Result:

Attendance in research and extension related trainings/ seminars/ workshops/ fora. This will

expose her to theses engagement and will motivate her to do research and be involved in extension projects.

Date: Throughout the school year.

Target Date: End of SY 2020-2021

Next Step:

Advise her to draft research proposal or extension project proposal.

Outcome: Research/ project proposal

Final Step/Recommendation:

Final Step/ Recommendation: Instruct her to submit the research/ proposal to the OVPRE for approval and possible funding.

Prepared by:

WINSTON M. TABADA
Unit Head

Conforme:


MARICEL V. LIM
Name of Ratee Faculty/Staff