

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty member: **JOEL REY U. ACOB**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2X3)
1. Instruction			
a. Head/Dean (50%)		4.78 X 50% = 2.39	
b. Students (50%)		5 X 50% = 2.5	
Total for Instruction	60%	4.89	2.934
2. Research			
a. Head/Dean		4.8	
Total for Research	15%	4.8	.72
3. Extension			
a. Head/Dean		4.76	
Total for Extension	15%	4.76	.714
4. Administration			
a. Research Coordinator		4.0	
Total for Administration	10%	4.0	.4
TOTAL	100%		4.76

EQUIVALENT NUMERICAL RATING: 4.76

Add: Additional Points, if any: -

TOTAL NUMERICAL RATING: 4.76

ADJECTIVAL RATING:

VERY SATISFACTORY

Prepared by:

JOEL REY U. ACOB

Name of Faculty

Reviewed by:

JESUSA M. MAGNO

College Dean

Recommending Approval:

Approved:

JESUSA M. MAGNO

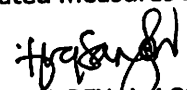
Dean/Director

BEATRIZ S. BELONIAS

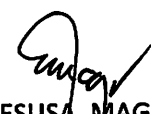
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, JOEL REY U. ACOB of the COLLEGE OF NURSING commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period JANUARY to JUNE, 2018.


JOEL REY U. ACOB
 Ratee

Approved:


JESUSA MAGNO
 Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 1: INSTRUCTION Prepares lectures and plan academic activities of students	Full Time Equivalent (FTE)	Teaches: 1 st semester NCM 107A, NREs12, CA 11, Zoo 138, Zoo 138A, NCM 100n	2	7.425	4.4 4.8	4.3 4.8	4.3 4.8	4.4 4.8	
	Number of new instructional materials developed: Handouts Slides (presentation) Course Syllabus	College Coordinator, RDE Comm. Member: Curriculum, Academic and non-Academic personnel, honors and awards, instructional materials	2 1 1	4 4 4	4.3 4.8 4.5 4.8	4.4 4.8 4.5 4.8	4.3 4.7 4.5 4.8	4.4 4.8 4.4 4.8	
Student research and field practice advising	Number of student research and field practice advising								
	Number of case studies	Case study adviser	1	1	4.4 4.8	4.4 4.7	4.5 4.7	4.3 4.7	4.7
	Number of research manuscripts		1	2	4.7 4.8	4.5 4.8	4.4 4.8	4.3 4.8	


Student advising and consultation services	Number of hours spent on consultation		10 hrs	80 hrs	4.51 4.9	4.41 4.9	4.51 4.7	4.41 4.83	
	Number of student related activities assisted		2	10	4.61 4.7	4.51 4.8	4.51 4.7	4.51 4.73	
MFO 3 EXTENSION SERVICES	Number of extension proposal made and submitted	Component member							
	Number of person-days trained		10	30	4.41 4.8	4.31 4.8	4.51 4.7	4.51 4.76	
	Number of IEC materials/techno guides developed/approved/used		1	2	4.71 4.8	4.61 4.7	4.51 4.6	4.41 4.7	
	Number of beneficiaries served: Group								
	Individuals								
	- FAST		10	15	4.51 4.8	4.31 4.8	4.51 4.7	4.61 4.74	
	- CATCH		30	56	4.41 4.8	4.51 4.8	4.51 4.7	4.61 4.74	
	- HELP		40	91	4.31 4.8	4.51 4.7	4.51 4.7	4.61 4.73	
	- CARES		10	142	4.51 4.8	4.51 4.8	4.51 4.8	4.61 4.8	
	Number of trainings conducted Number of extension projects conducted and completed within prescribed period								
	Number of invitations as resource person			2	4.71 4.9	4.61 4.9	4.51 4.8	4.61 4.86	
Research services	Research proposals submitted and approved by the College RDE			1	4.51 4.7	4.41 4.7	4.51 4.7	4.51 4.7	
	Research paper published in an international journal			2	4.61 4.9	4.61 4.9	4.51 4.9	4.51 4.9	
Total Over-all Rating					4.8	4.79	4.74	4.77	4.775

Average Rating (Total Over-all rating divided by 4)		XX
Additional Points:		
Approved Additional points (with copy of approval)	XX	
FINAL RATING		4.76
ADJECTIVAL RATING		Very Satisfactory

Comments & Recommendations for Development Purpose:


- Encouraged to attend professionally aligned endeavors aside from research.

Evaluated & Rated by:


 JESUSA MAGNO
 Dept/Unit Head

Date: 11/22/2016

Recommending Approval:


 JESUSA M. MAGNO
 Dean/Director

Date: _____

Approved by:


 BEATRIZ S. BELONIAS
 Vice President

Date: _____

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

PEFORMANCE MONITORING & COACHING JOURNAL

	1 ST	Q U A R T E R
	2 nd	
Aug. 2018	3 rd	
	4 th	

Name of Office: COLLEGE OF NURSING

Head of Office: JESUSA M. MAGNO

Name of Personnel: JOEL REY U. ACOB

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls specify)	
	One-on-One	Group			
Monitoring					
Coaching	Advised to attend and participate in professionally aligned seminars, trainings and other related endeavors aside from research. Reminded to observe wearing of the uniform especially when holding classes.				The instructor agreed to attend and participate endeavors conducted by the Accredited Professional Organization. The instructor promised to abide the policies in terms of wearing the uniform.

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

Conducted by:

JESUSA M. MAGNO
Immediate Supervisor

Noted by:

BEATRIZ S. BELONIAS
VP Academic Affairs

EMPLOYEE DEVELOPMENT PLAN

Name : Joel Rey U. Acob

Performance Rating: 4.76

Aim: Increase accomplishment/target based on the thrusts of the university and the department.

Proposed intervention to Improve Performance:

Date: March 2018 Target Date: _____

First Step:

Identified the need to attend professionally aligned seminars, workshops and trainings not just Research.

Result:

Acknowledged the deficiency and recognized the importance of attending updates.

Date: April-May Target Date: _____

Next Step:

Complied.

Outcome:

Nursing updates are utilized/integrated in lectures as the need arises.

Final Step/Recommendation:

Prepared by:

Unit Head

Conforme:

Name of Ratee Faculty/Staff