

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: NORBERTO E. MILLA, JR.

| Program Involvement<br>(1)           | Percentage<br>Weight of<br>Involvement | Numerical Rating<br>(Rating x %)<br>(3) | Equivalent<br>Numerical Rating<br>(2x3) |
|--------------------------------------|--|---|---|
| 1. Instruction                       |  |   |   |
| a. Head/Dean (50%)                   |  | 2.48                                    |   |
| b. Student (50%)                     |  | 2.47                                    |   |
| Total for Instruction                | 80%                                    | 4.94                                    | 3.95                                    |
| 2. Research                          |  |   |   |
| a. Client/Dir. For Research (50%)    |  | 2.25                                    |   |
| b. Dept. Head/Center Director        |  | 2.25                                    |   |
| Total for Research                   | <del>10%</del> 5%                      | 4.50                                    | <del>0.45</del> 0.23                    |
| 3. Extension                         |  |   |   |
| a. Client/Dir. For Extension (50%)   |  | <del>0.00</del> 2.50                    |   |
| b. Dept. Head/Center Director        |  | <del>0.00</del> 2.50                    |   |
| Total for Extension                  | 5%                                     | <del>0.00</del> 5.00                    | <del>0.00</del> 0.25                    |
| 4. Support to Operations             | 5%                                     | 5.00                                    | 0.25                                    |
| 5. General Admin. & Support Services | 5%                                     | 5.00                                    | 0.25                                    |
| <b>TOTAL</b>                         |  |   | <b>4.90<sup>3</sup></b>                 |

EQUIVALENT NUMERICAL RATING:

4.90<sup>3</sup>

Add: Additional points, if any:

TOTAL NUMERICAL RATING:

4.90<sup>3</sup>

ADJECTIVAL RATING:

Outstanding

Prepared by:

NORBERTO E. MILLA, JR.

Name of Faculty

Reviewed by:

PAULO G. BATIDOR

Head, Dstat

Recommending Approval:

MA. THERESA P. LORETO

Dean, CAS

Approved:

BEATRIZ S. BELONIAS

Vice President of Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Norberto E. Milla, Jr., a faculty member of the DEPARTMENT OF STATISTICS, 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 July - December 2023.

NORBERTO E. MILLA, JR.

Associate Professor

Date: 01/22/2024

Approved:

PAULO G. BATIDOR

Department Head

Date:

MA.THERESA P. LORETO

College Dean

Date: JAN 23 2024

| MFO No.  | Description of MFO's/PAPs                                    | Success/ Performance Indicators (PI)   | Tasks Assigned | Target | Actual Accomplishment | Rating  |            |            |         | REMARKS<br>(Indicators in percentage should be supported with numerical values in numerators and denominators) |
|--|--|--|----------------|--------|-----------------------|---------|------------|------------|---------|--|
|  |  |  |                |        |                       | Quality | Efficiency | Timeliness | Average |  |
| UMFO 1. ADVANCED EDUCATION SERVICES              |  |  |                |        |                       |         |            |            |         |  |
| OVPI MFO 2. Graduate Student Management Services |  |  |                |        |                       |         |            |            |         |  |
|  | <u>PI 4:</u> Total FTE coordinated, implemented & monitored* | A1. Actual Faculty's FTE   |                |        |                       |         |            |            |         |  |
|  | <u>PI 8:</u> Number of graduate students advised *           | A2. Number of students advised   |                |        |                       |         |            |            |         |  |
|  |  | A3. Number of students advised on thesis/special problem/dissertation              |                |        |                       |         |            |            |         |  |
|  |  | As GAC Chairman  |                |        |                       |         |            |            |         |  |
|  |  | As GAC Member  |                |        |                       |         |            |            |         |  |
|  |  | <u>A4</u> . Number of students entertained for consultation purposes               |                | 1      | 2                     | 5       | 5          | 5          | 5.00    |  |
|  | <u>PI 9:</u> Number of instructional materials developed *   | <u>A5</u> . Number of on-line ready coursewares developed and submitted for review |                |        |                       |         |            |            |         |  |
|  |  | On-line ready courseware   |                |        |                       |         |            |            |         |  |



|  |   |  |   |    |       |   |   |   |      |  |
|--|---|--|---|----|-------|---|---|---|------|--|
|  |   | Supplemental learning resources  |   |    |       |   |   |   |      |  |
|  |   | Assessment tools   |   |    |       |   |   |   |      |  |
|  |   | A 6 : Number of on-line course<br>ware reviewed by TRP & edited by<br>MMDC editor                    |   |    |       |   |   |   |      |  |
|  |   | A 7 : Number of virtual classroom<br>created and operational   |   |    |       |   |   |   |      |  |
|  | <b>PI 10</b> . Additional outputs:                                  | A 8. Other outputs implementing<br>the new normal due to covid 19                                    |   |    |       |   |   |   |      |  |
|  |   | Numner of PhD dissertation<br>proposals reviewed for<br>appropriateness of the<br>statistical design | Review the statistical design of PhD<br>dissertation proposals  | 1  | 1     | 5 | 5 | 5 | 5.00 | Dissertation of Ms. Rotelyn<br>G. Andamon              |
| <b>UMFO 2. HIGHER EDUCATION SERVICES</b>                 |   |  |   |    |       |   |   |   |      |  |
| <b>OVPI UMFO 3. Higher Education Management Services</b> |   |  |   |    |       |   |   |   |      |  |
|  | <b>PI 5:</b> Total FTE, coordinated, implemented and<br>monitored * | <b>A9.</b> Actual Faculty's FTE  | Taught courses assigned (Stat 113,<br>Stat 121, Stat 131, Stat 141, and<br>Stat 190 in the 1st Sem of AY 2023-<br>2024            | 18 | 23.02 | 5 | 5 | 5 | 5.00 |  |
|  |   | <b>A10.</b> Number of grade sheets<br>submitted within prescribed period                             | Prepared gradesheet and submits on<br>or before deadline  | 4  | 5     | 5 | 5 | 5 | 5.00 | All 5 grade sheets<br>submitted before the<br>deadline |
|  |   | <b>A 11.</b> Number of INC forms with<br>grade submitted within prescribed<br>period                 | Facilitates students in their completion of<br>the subject and submits completion<br>forms with grade within prescribed<br>period | 0  | 0     | 5 | 5 | 5 | 5.00 |  |
|  |   | <b>A12.</b> Number of trainings attended<br>related to instruction                                   | Attend mandated trainings   | 1  | 1     | 5 | 5 | 5 | 5.00 | ITP Workshop 2   |
|  |   | <b>A13.</b> Number of long examinations<br>administered and checked                                  | Administers and checks long<br>examination for subjects taught  | 16 | 17    | 5 | 5 | 5 | 5.00 |  |
|  |   | <b>A14.</b> Number of quizzes<br>administered and checked  | Prepares and checks quizzes for lec<br>and lab  | 10 | 13    | 5 | 5 | 5 | 5.00 |  |

|  |   |   |    |    |   |   |   |      |  |
|--|---|---|----|----|---|---|---|------|--|
|  | <u>A15</u> . Number of lab reports and problems sets checked and graded             | Checks lab reports and problem sets submitted as required                               | 15 | 19 | 5 | 5 | 5 | 5.00 |  |
| <b>PI 8:</b> Number of students advised: *                       | <u>A16</u> . Number of students advised:  | <i>Acts as academic adviser to students</i>   | 9  | 9  | 5 | 5 | 5 | 5.00 |  |
|  | <u>A17</u> . Number of students advised on thesis/ field practice/special problem:  |   |    |    |   |   |   |      |  |
|  | <i>As Adviser</i>   | Advises, and corrects research outline and thesis/SP manuscript                         | 2  | 2  | 5 | 5 | 5 | 5.00 |  |
|  | <i>As SRC Chairman</i>  | Advises, and corrects research outline and thesis/SP manuscript                         | 2  | 2  | 5 | 5 | 5 | 5.00 |  |
|  | <i>As SRC Member</i>  | Advises and corrects research outline and thesis/SP manuscript                          | 2  | 2  | 5 | 5 | 5 | 5.00 |  |
|  | <u>A18</u> . Number of students entertained for consultation purposes               | Entertains students consulting on subject taught, thesis and grades                     | 5  | 5  | 5 | 5 | 5 | 5.00 |  |
| <b>PI 9:</b> Number of student organizations advised/ assisted * | <u>A19</u> . Number of Student organizations advised                                | <i>Advises student organizations recognized by USOO</i>                                 |    |    |   |   |   |      |  |
|  | <u>A20</u> . Number of Student organizations assisted on student related activities | <i>Assists student organizations in implementing student related activities</i>         |    |    |   |   |   |      |  |
| <b>PI 10:</b> Number of instructional materials developed *      | <u>A 21</u> : 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                          |   |   |   |   |   |      |  |
|                                   |  | Assessment tools  | Prepares assessment tools such as long exam, quizzes, problems sets, etc.  |   |   |   |   |   |      |  |
|                                   |  | <b>A 23 :</b> 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  |   |   |   |   |   |      |  |
|                                   |  | <b>A 24 :</b> Number of virtual classroom created and operational   | Creates virtual classroom using either Moddle or Google Classroom  |   |   |   |   |   |      |  |
|                                   | <b>PI 11.</b> Additional outputs   | <b>A 25.</b> 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 |   |   |   |   |   |      |  |
|                                   |  | Agency/firm/Industry linkages   | Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU                           |   |   |   |   |   |      |  |
|                                   |  | <b>A 26.</b> Other outputs implementing the new normal due to covid 19  | Designs experiential learning activities and other outputs to implement new normal   |   |   |   |   |   |      |  |
| <b>UMFO 3 . RESEARCH SERVICES</b> |  |   |  |   |   |   |   |   |      |  |
|                                   | <b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries * | <b>A27.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries * | Conducts research for possible utilization by industry or other beneficiaries  |   |   |   |   |   |      |  |
|                                   | <b>PI 2.</b> Number of research outputs completed within the year *  | <b>A 28.</b> Number of research outputs completed within the year *   | Conducts and completes research project within the year  | 1 | 0 | 4 | 4 | 4 | 4.00 |  |





|  |  |  |  |   |   |   |   |   |      |  |
|--|--|--|--|---|---|---|---|---|------|--|
|  | <b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities             | <b>A 36.</b> 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 |   |   |   |   |   |      |  |
|  | <b>PI 2.</b> Number of trainees weighted by the length of training   | <b>A 37.</b> Number of trainees weighted by the length of training   | Conducts trainings among beneficiaries of technologies for transfer  |   |   |   |   |   |      |  |
|  | <b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs                                 | <b>A 38.</b> Number of extension programs/projects implemented   | Implementes duly approved extension projects   |   |   |   |   |   |      |  |
|  | <b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance | <b>A 39.</b> 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                                       |   |   |   |   |   |      |  |
|  | <b>PI 5.</b> Number of technical/expert services   | <b>A 40.</b> Number of technical/expert services as/in:  | Provides the technical and expert services requested by beneficiaries                                      |   |   |   |   |   |      |  |
|  | <i>Research Mentoring</i>  | <i>Research Mentor</i>   |  |   |   |   |   |   |      |  |
|  | <i>Peer reviewers/Panelists</i>  | <i>Peer reviewers/Panelists</i>  |  |   |   |   |   |   |      |  |
|  | <i>Resource Persons</i>  | <i>Resource Persons</i>  |  | 1 | 3 | 5 | 5 | 5 | 5.00 |  |
|  | <i>Convenor/Organizer</i>  | <i>Convenor/Organizer</i>  |  |   |   |   |   |   |      |  |
|  | <i>Consultancy</i>   | <i>Consultant</i>  | Assists in the design and analysis of VSU students thesis and dissertations                                | 2 | 5 | 5 | 5 | 5 | 5.00 |  |
|  | <i>Evaluator</i>   | <i>Evaluator</i>   | Reviews and evaluates instructional materials in statistics  |   |   |   |   |   |      |  |

|   |   |  |   |                |                     |   |   |   |      |  |
|---|---|--|---|----------------|---------------------|---|---|---|------|--|
|   | <b>PI 8.</b> Percent of extension proposals approved *  | <b>A 41.</b> Percent of extension proposals approved *   |   |                |                     |   |   |   |      |  |
|   | <b>PI 11.</b> Additional outputs *  | <b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *                              |   |                |                     |   |   |   |      |  |
|   |   | <b>A 43.</b> Other outputs implementing the new normal due to covid 19   |   |                |                     |   |   |   |      |  |
| <b>UMFO 5: SUPPORT TO OPERATIONS</b>                        |   |  |   |                |                     |   |   |   |      |  |
|   | <b>OVPI MFO 4. Program and Institutional Accreditation Services</b>   |  |   |                |                     |   |   |   |      |  |
|   | <b>PI 8.</b> 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* | <b>A 44.</b> Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*                   | Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member | 100% compliant | zero non-conformity | 5 | 5 | 5 | 5.00 |  |
|   |   | <b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:                                   | Prepares required documents and complies all requirements as prescribed in the accreditation tools                                    | 100%           | 100% compliant      | 5 | 5 | 5 | 5.00 |  |
|   |   | On program accreditations  |   |                |                     |   |   |   |      |  |
|   |   | On institutional accreditations  |   |                |                     |   |   |   |      |  |
| <b>UMFO 6. General Admin. &amp; Support Services (GASS)</b> |   |  |   |                |                     |   |   |   |      |  |
|   | <b>PI 2.</b> Zero percent complaint from clients served   | <b>A 46.</b> Customerly friendly frontline services  | Provides customer friendly frontline services to clients  | 0%             | Zero % complaint    | 5 | 5 | 5 | 5.00 |  |
|   | <b>PI 3:</b> Additional Outputs   | <b>A 47.</b> 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  |                |                     |   |   |   |      |  |



|                       |  |   |  |  |  |  |  |  |        |  |
|-----------------------|--|---|--|--|--|--|--|--|--------|--|
|                       |  | A 48. Other outputs implementing the new normal due to covid 19 | Designs administration/management related activities and other outputs to implement new normal |  |  |  |  |  |        |  |
| Total Over-all Rating |  |   |  |  |  |  |  |  | 104.00 |  |

|   |             |
|---|-------------|
| Average Rating (Total Over-all rating divided by 4) | 4.95        |
| Additional Points:                                  |             |
| Approved Additional points (with copy of approval)  |             |
| NUMERICAL RATING                                    |             |
| ADJECTIVAL RATING                                   |             |
| Final Rating  | 4.95        |
| Adjectival Rating                                   | Outstanding |

|   |
|---|
| <b>Comments/Suggestions for Improvement:</b>                                |
| He has initiative and is excellent in performing all tasks assigned to him. |

Evaluated & Rated by:

PAULO G. BATIDOR

Department Head

Date: 01/22/2024

Recommending Approval

MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date: JAN 23 2024

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 01/21/24