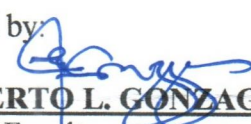



Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: Edilberto L. Gonzaga, Jr.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.75 x 0.50 = 2.375	
b. Students (50%)		3.50 x 0.50 = 1.75	
Total for Instruction	90%	4.125	3.7125
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. Support to Operations	5%	5.00	0.25
5. General Admin. & Support Services	5%	5.00	0.25
TOTAL			4.2125

EQUIVALENT NUMERICAL RATING: 4.21
Add: Additional Points, if any: 0
TOTAL NUMERICAL RATING: 4.21

ADJECTIVAL RATING: **Very Satisfactory**

Prepared by: 
EDILBERTO L. GONZAGA, JR.
Name of Faculty


Reviewed by: 
MAY ANNE E. PALEN
Department Head


Recommending Approval: 
MA. THERESA P. LORETO
Dean, CAS

Approved: 
BEATRIZ S. BELONIAS
Vice President Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, EDILBERTO L. GONZAGA JR., a faculty member of the DEPARTMENT OF STATISTICS, COLLEGE OF ARTS AND SCIENCES commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period JULY 1, 2022 to DECEMBER 31, 2022.


EDILBERTO L. GONZAGA, JR.
 Assistant Professor I
 Date: Dec. 16, 2022

Approved:

MAYANN E. PALEN
 Head, DepStat
 Date: 01/04/2023


MA.THERESA P. LORETO
 Dean, College of Arts and Sciences
 Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (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										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised								
		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							

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (I	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	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							
		Supplemental learning resources	Prepares Power Point presentation, video clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exams, quizzes, problems sets, etc.							
		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 Moddle or Google Classroom							
	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 Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	34	18.35	5	5	5	5.00	17 FTE for second semester AY 2021-2022, and 17 FTE for first semester AY 2022-2023
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	3	5	5	4	4.67	3 gradesheets for second semester AY 2021-2022, and 3 gradesheets for first semester AY 2022-2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		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 period	0	0					
		A12. Number of trainings attended related to instruction	Attend mandated trainings	2	0	3	3	3	3.00	1 training January-June 2022, and 1 training for July-December 2022
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	12	3	5	4	4	4.33	6 LEs for second semester AY 2021-2022, and 6 LEs for first semester AY 2022-2023
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	12	9	5	5	5	5.00	6 quizzes for second semester AY 2021-2022, and 6 quizzes for first semester AY 2022-2023
		A15. Number of lab reports/exercises and term papers checked and graded	Checks lab exercises submitted as required	18	13	5	5	5	5.00	9 lab exercises for second semester AY 2021-2022, and 9 lab exercises for first semester AY 2022-2023
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	0	0					
		A17. Number of students advised on thesis/ field practice/special problem:	Advises, and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00	1 group for first semester AY 2022-2023
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	0	0					
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	8	8	5	5	5	5.00	8 groups for first semester AY 2022-2023
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	2	2	5	5	5	5.00	

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (I	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USSO	0	0					
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	0	0					
	PI 10: Number of instructional materials developed *	A 21 : Number of online courseware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	0					
		Online ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	0					
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	3	5	5	5	5.00	3 for second semester AY 2021-2022, and 3 for first semester AY 2022-2023
		Assessment tools	Prepares assessment tools such as long exams, quizzes, problems sets, etc.	30	15	5	5	5	5.00	15 for second semester AY 2021-2022, and 15 for first semester AY 2022-2023
		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	0	0					
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	6	3	5	5	5	5.00	3 for second semester AY 2021-2022, and 3 for first semester AY 2022-2023
	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	0	0					

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0	0					
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0	0					
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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	0	0					
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	0	0					
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	0	0					
		In refereed int'l journals		0	0					
		In refereed nat'l/regional journals		0	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 scientific for a/conferences	0	0					
		In int'l fora/conferences		0	0					
		In nat'l/regional fora/conferences		0	0					
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0	0					

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		0	0					
		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	0	0					
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0	0					
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0	0					
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	0	0					
	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	0	0					
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects	0	0					
	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	0	0					

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (I	Tasks Assigned	Target	Actual Accomplishment (July-December 2022)	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
	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	0	0					
	Research Mentoring	Research Mentor		0	0					
	Peer reviewers/Panelists	Peer reviewers/Panelists		0	0					
	Resource Persons	Resource Persons		0	0					
	Convenor/Organizer	Convenor/Organizer		0	0					
	Consultancy	Consultant		0	0					
	Evaluator	Evaluator		0	0					
	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 implementation	0	0					
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0	0					
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0	0					
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*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	zero non-conformity	5	5	5	5.00	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	100% compliant	5	5	5	5.00	
		On program accreditations								

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mr. Edilberto L. Gonzaga, Jr.

Performance Rating: Outstanding

Aim: Have him finish his PhD in Statistic degree

Proposed Interventions to Improve Performance:

Date:

Target Date: Start of 1st Semester AY 2022-2023

First Step: Provide him underload for 1st Semester 2022-2023 to give more time to make his research proposal of outline of dissertation

Result: Approved research proposal

Date:


Target Date: End of 1st Semester AY 2022-2023

Next Step: Writing and submission of dissertation for final defense

Outcome: Approved final defense and dissertation

Final Step/Recommendation: Instruct him to process his clearance for graduation as graduate of PhD in Statistics

Prepared by:


MAY ANN E. PALEN
Head, DepStat

Conforme:


EDILBERTO L. GONZAGA, JR.
Name of Ratee