

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **MANNYLEN C. ALDE**

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x%) (3) | Equivalent Numerical Rating (2x3) |
|--|---|---|--|
| 1. Instruction | | | |
| a. Head/Dean (50%) | | $5.0 \times .50 = 2.5$ | |
| b. Students (50%) | | $3.8 \times .50 = 1.9$ | |
| Total for Instruction | 70% | | 3.08 |
| 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 | 30% | $5.0 \times .30$ | 1.5 |
| 4. Administration | | | |
| 5. Production | | | |
| TOTAL | | | 4.58 |

EQUIVALENT NUMERICAL RATING: 4.58

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.58

ADJECTIVAL RATING: OUTSTANDING

Prepared by:


MANNYLEN C. ALDE
Name of Faculty

Reviewed by:


ELVIRA L. OCLARIT
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director


Approved:



BEATRIZ S. BELONIAS
Vice President


"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MANNYLEN C. ALDE, a faculty member of the DEPARTMENT OF PEST MANAGEMENT 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- JUNE, 2021.


MANNYLEN C. ALDE
 Instructor II
 Date:

Approved:

ELVIRA L. OCLARIT
 Department Head
 Date:


VICTOR B. ASIO
 College Dean
 Date: 03 Aug 2021

| MFO No. | Description of MFO's/PAPs | Success/ Performance Indicators (PI) | Program/ Activities / Projects | Tasks Assigned | Target | Actual Accomplishment | 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 | | Acts as academic adviser to graduate students | | | | | | | |
| | | 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 | | | | | | | | |
| | 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, movie clips, reading assignments depending on course taught | | | | | | | | |
| Assessment tools | | | | Prepares assessment tools such as long exam, 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 Moodle or Google Classroom | | | | | | | | |

| | | | | | | | | | | | |
|--|---|---|---------------------|---|----|----|---|---|---|-----|--|
| | | <i>As SRC Chairman</i> | Advising/correction | Advises, and corrects research outline and thesis/SP manuscript | — | 4 | 5 | 5 | 5 | 5.0 | |
| | | <i>As SRC Member</i> | Advising/correction | Advises and corrects research outline and thesis/SP manuscript | — | 2 | 5 | 5 | 5 | 5.0 | |
| | | <u>A18</u> . Number of students entertained for consultation purposes | | Entertains students consulting on subject taught, thesis and grades | 5* | 35 | 5 | 5 | 5 | 5.0 | |
| | <u>PI 9</u> : Number of student organizations advised/ assisted * | <u>A19</u> . Number of Student organizations advised | | Advises student organizations recognized by USSO | | | | | | | |
| | | <u>A20</u> . Number of Student organizations assisted on student related activities | | Assists student organizations in implementing student | | | | | | | |
| | <u>PI 10</u> : 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 | 1* | | | | | | |
| | | On-line ready courseware | | Prepares Instructional module/laboratory guide/workbook or a combination thereof | 1* | | | | | | |
| | | Supplemental learning resources | | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught | 3* | 9 | 5 | 5 | 5 | 5.0 | |
| | | Assessment tools | | Prepares assessment tools such as long exam, quizzes, problems sets, etc. | 3* | 7 | 5 | 5 | 5 | 5.0 | |

| | | | | | | | | | | | |
|-----------------------------------|---|---|--|--|----|---|---|---|---|-----|--|
| | | A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor | | Submits the course were duly reviewed by TRP for editing by MMDC editor | 1* | | | | | | |
| | | A 24 : Number of virtual classroom created and operational | | Creates virtual classroom using either Moodle or Google Classroom | 2* | 7 | 5 | 5 | 5 | 5.0 | |
| | PI 1.1. 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 | | | | | | | |
| | | Agency/firm/Industry linkages | | Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from V.SU | | | | | | | |
| | | A 26. Other outputs implementing the new normal due to covid 19 | | Designs experiential learning activities and other outputs to implement new normal | | | | | | | |
| 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 | | | | | | | |
| | 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 | | | | | | | |

| | | | | | | | | | | | | |
|--|---|--|----------------|---|--|--|--|--|--|--|--|--|
| | 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-referred or CHED recognized journal within the year | | Writes publishable materials out of research outputs and submits for publication | | | | | | | | |
| | | <i>In refereed int'l journals</i> | | | | | | | | | | |
| | | <i>In refereed nat'l/regional journals</i> | | | | | | | | | | |
| | 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 fora/conferences | | | | | | | | |
| | | <i>In int'l fora/conferences</i> | | | | | | | | | | |
| | | <i>In nat'l/regional fora/conferences</i> | | | | | | | | | | |
| | PI 5. Percent of research proposals approved * | A 31. Percentage of research proposals prepared, submitted and approved | | Prepares research proposals, submits and follows up its approval for immediate implementation. | | | | | | | | |
| | PI 6. Additional outputs* | A 32. No. of research-related awards (research conducted by faculty or student w/ | | | | | | | | | | |
| | | 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 | | | | | | | | |
| | | A 34. Number of UMs submitted to ITSO, VSU | UM preparation | Prepares and submits application for UM of technology generated out of research output | | | | | | | | |

[illegible]

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|---|--|--|---------------------|---|---------------------|---|---|---|-----|--|--|
| | 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 implementation | | | | | | | |
| | 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 | | Designs extension related activities and other outputs to implement new normal | | | | | | | |
| UMFO 5. SUPPORT TO OPERATIONS | | | | | | | | | | | |
| OVFI MFO 4. Program and Institutional Accreditation Services | | | | | | | | | | | |
| | PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS | 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 | 5 | 5 | 5 | 5.0 | | |
| | | A 45. Compliance to all requirements of the program and institutional accreditations: | Minutes Preparation | Prepares required documents and complies all requirements as prescribed in the accreditation tools | 100% compliant | 5 | 5 | 5 | 5.0 | | |

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Mannylen C. Alde

Performance Rating: Outstanding

Aim: to have newly funded research

Proposed Interventions to Improve Performance:

Date: _____ Target Date: _____

First Step: Make research proposal

Result:

Date: _____ Target Date: _____

Next Step:

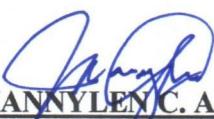
Outcome: research proposal made

Final Step/Recommendation: Submit proposal for funding

Prepared by:


ELVIRA L. OCLARIT
Unit Head

Conforme:


MANNYLEN C. ALDE
Name of Ratee Faculty/Staff