

## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

**Name of Faculty Member:** **BERTA C. RATILLA (Associate Professor V)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	35.00	4.90	1.72
b. Students	35.00	5.00	1.75
Total for Instruction	70		3.47
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	20	5.00	1.00
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	5.00	4.93	0.25
4. Administration	5.00	4.88	0.24
5. Production	-		
TOTAL	100		4.96

EQUIVALENT NUMERICAL RATING: 4.96

**Add: Additional Points, if any:**

**TOTAL NUMERICAL RATING: 4.96**

**ADJECTIVAL RATING:** **OUTSTANDING**

**Prepared by:**

Reviewed by:

**BERTA C. RATILLA**  
Name of Faculty

VICTOR B. ASIO  
Dean, CAFS

**Recommending Approval:**

VICTOR B. ASIO, Ph.D.

Dean, College of Agriculture and Food Science

**Approved by:**

BEATRIZ S. BELONIAS

**Vice President, Instruction**

STATE OF TEXAS  
COMMISSIONERS OF THE GENERAL LAND OFFICE

WHEREAS

the following is a true and correct copy of the

minutes of the meeting of the

Commissioners of the General Land Office

State of Texas  
General Land Office

State of Texas  
General Land Office

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1	Land	100		100
2	Improvement	200	100	300
3	Land	100	100	200
4	Improvement			
5	Land			
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10	Improvement			
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95	Land	100	100	200
96	Improvement	200	100	300
97	Land	100	100	200
98	Improvement			
99	Land			
100	Improvement			

State of Texas

General Land Office

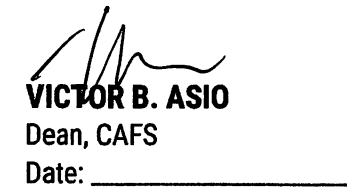
GENERAL LAND OFFICE  
STATE OF TEXAS

Visayas State University  
College of Agriculture Food and Science  
**DEPARTMENT OF AGRONOMY**  
Visca, Baybay City, Leyte

### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, BERTA C. RATILLA, Associate Professor V of the Department of Agronomy, commits to 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 2018.

  
**BERTA C. RATILLA**  
Associate Professor V  
Date: \_\_\_\_\_

  
**VICTOR B. ASIO**  
Dean, CAFS  
Date: \_\_\_\_\_

MFO No.	MFO Description	Success Indicator (SI)	%	Task Assigned	Target	Actual Accomplishment	Rating				Remark	
							Quality	Efficiency	Timeliness	Average		
UMFO 1. Advanced Education Services											20%	
OVPI MFO 1. Graduate Degree Program Management Services												
0 = 3	1 = 4.8	>2 = 5.0	PI 1: Number of graduate degree specializations offered and monitored		Number of graduate degree specializations monitored	2	2	5	5	5	5.00	
1.5 - 2.0 = 4.8			PI 2: Total FTE monitored		Total FTE	2	3.33	5	5	5	5.00	
			PI 3: Percentage increase in number of graduate students enrolled		Monitored graduate students enrolled in the university	20	50	5	5	5	5.00	
			PI 4: Number of graduate program proposed and approved		Number of curricular program proposed and approved	1	1	5	5	4.9	4.97	
			PI 5: Number of thesis advisees who graduated within prescribed period		Number of graduate students who graduated on time	1	1	5	5	5	5.00	
			PI 6: Percentage increase in number of students who graduated within prescribed period		Recommended graduate students for graduation	50	83	5	5	4.9	4.97	
OVPI MFO 2. Graduate Student Management Services												
			PI 1: Number of graduate students awarded with scholarship/ assistantship		Monitored graduate students awarded with scholarship/assistantship	8	2	5	5	5	5.00	
			PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period		Monitored graduate students awarded with scholarship/ assistantship who graduated within prescribed period	32%	83	5	5	5	5.00	

Mississippi State University  
College of Agriculture, Food and Science  
DEPARTMENT OF AGRONOMY  
Missal, Bayway City, Louis

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

i) BETTA C. RAULIA, Associate Professor V of the Department of Agronomy, consents to deliver and agree to be rated on the stipulated measures for the period January to June 2018.

BETTA C. RAULIA  
Associate Professor V  
Date: \_\_\_\_\_

BETTA C. RAULIA  
Associate Professor V  
Date: \_\_\_\_\_

Memo No	Description	Success Indicator (SI)	S	Index Assigned	Target	Actual Achievement	Officer	Vice Officer	Remarks
PART I: Research Education Services									
OVM-1: Graduate Program Management Services									
0-2	1-4.0	1-1.0	1	1	1	1	1	1	Number of graduate degrees conferred
1-3	4.0-5.0	2-2.0	2	2	2	2	2	2	Total
									Monitored graduate students enrolled in the university
									Number of graduate program proposed and approved
									Number of graduate students who graduated on time
									Recommended graduate students for graduation
OVM-2: Graduate Student Management Services									
									Percentage of graduate students awarded with scholarship/assistantship
									Percentage of graduate students awarded with scholarship/assistantship who graduated within prescribed period

<b>UMFO 2. Higher Education Services</b>										
<b>OVPI MFO 1. Curriculum Program Management Services</b>										
	PI 1: Total FTE monitored		Total FTE	2	3.9	4.5	5	5	4.83	
	PI 4: Percentage increase in number of undergraduate students enrolled		Reviewed and approved the offering of unscheduled subjects	15	62	4.9	5	5	4.97	
	PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period		Evaluated credentials of graduating students with latin honors with the Honors and Awards Committee	1	1	5	5	5	5.00	
	PI 6: Percentage passing of students in licensure board examination		Gave due recognition to placers of the PRC Licensure Board Examinations	50	100	5	5	5	5.00	
	PI 7: No. of students graduated within the prescribed period		Recommended for approval graduate students awarded with honors/distinction	1	2	5	5	5	5.00	
<b>OVPI MFO 2. Student Management Services</b>										
<b>UMFO 3. Research Services</b>										
	PI 1. Number of published papers in internationally indexed journals									
	<i>In refereed int'l journals</i>			0	1	5	5	5	5.00	
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences									
	<i>In nat'l fora/conferences</i>			1	1	5	5	5	5.00	
	PI 3. Number of research projects conducted and/or completed on schedule			1	1	5	5	5	5.00	
	No. of technical/expert services (as peer reviewer)			1	2	5	5	5	5.00	
<b>UMFO 4. Extension Services</b>										
	PI 4. Number of extension projects conducted and/or completed on schedule		CAFS -BIDANI project	1	1	4.9	4.9	4.9	4.90	
<b>UMFO 5. Support to Operations (STO)</b>										
<b>OVPI MFO 1. Faculty Development Services</b>										
<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>										
<b>OVPI MFO 3. Faculty Evaluation Services</b>										
<b>OVPI MFO 4. Admission &amp; Registration Services</b>										
<b>OVPI MFO 5. Guidance and Counselling &amp; Support to Students Services</b>										
<b>OVPI MFO 6. Library Services</b>										
<b>OVPI MFO 7. Distance Education Services</b>										
<b>OVPI MFO 8. Program and Institutional Accreditation Services</b>										
<b>OVPI MFO 9. Development Broadcasting &amp; Communication Services</b>										
<b>UMFO 6. General Administration and Support Services (GASS)</b>										
<b>OVPI MFO 1. Administrative and Facilitative Services</b>										


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	PI 2: Number of university committees/ boards/council chaired & coordinated		Attended college and university committess meeting	4	6	4.9	4.9	5	4.93	
	PI 5: Number of frontline academic services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously		Monitored frontline academic services and ensured to be customer friendly and efficient	1	1	4.9	4.9	4.9	4.90	
	PI 6: Percentage of new faculty recruited/hired using procedures aligned with ISO standards		Reviewed and evaluated faculty recruited/hired using ISO standards as Dept. APC member	1	1	5	5	5	5.00	
	PI 7: Number faculty recommended for graduate studies		Recommended for approval to the University President as Dept. APC member	1	1	4.9	5	5	4.97	
	PI 9: Percentage of faculty evaluated by their students		Coordinated and monitored faculty evaluation by their students	40	100	4.9	4.9	4.9	4.90	
<b>OVPI MFO 2. Frontline Services</b>										
	PI 1. Efficient and customer-frienly frontline service		Zero percent complaint from clients served			5.0	4.8	4.8	4.87	
	Best practices/new initiatives		Subsidized students' contribution during parties			4.90	4.9	4.8	4.87	
			Set schedules of thesis manuscript processing to assure on time graduation			4.90	4.9	4.9	4.90	
Total Over-all Rating									119.20	
Average Rating						4.95	4.97	4.96	4.96	
Adjectival Rating								OUTSTANDING		


Comments and Recommendations for Development Purpose:  
  
*publish more papers in peer-reviewed journals*

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


Evaluated and Rated by:

  
**VICTOR B. ASIO**  
Dean, CAFS  
Date: 8

Recommending Approval:

  
**VICTOR B. ASIO, Ph.D.**  
Dean, College of Agriculture and Food Science  
Date: \_\_\_\_\_

Approved by:

  
**BEATRIZ S. BELONIAS**  
Vice President, Instruction  
Date: \_\_\_\_\_

Dear College of Agriculture and Food Sciences  
Date \_\_\_\_\_

4-Avenue  
3-Thames  
2-Canary  
1-Oldbury

SECRET INFORMATION NOT TO BE DISCLOSED TO THE PUBLIC

January 1944 - 1945, in the same year

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Estimated and Related

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[illegible]



Exhibit L

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: BERTA C. RATILLA

Performance Rating: OUTSTANDING

Aim: Sustain the outstanding rating

Proposed Interventions to Improve Performance:

Date: June 30, 2018

Target Date: October 2018

First Step:

Attend scientific forum

Result:

Attended and presented poster during the 22<sup>nd</sup> AAACU International Conference in VSU, Visca, Baybay City, Leyte

Date: October 2018

Target Date: June 2019

Next Step:

Publish scientific paper in refereed journal

Outcome: Has attended scientific conference and published paper in refereed journal

Final Step/Recommendation:

Prepared by:

  
**VICTOR B. ASIO**  
Dean 

