

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

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.85 x 0.5=2.425	
b. Students (50%)		4.0 x 0.5=2.0	
Total for Instruction	65%	4.425	2.88
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	10%	4.67	0.467
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	20%	4.75	0.95
4. Administration			
5. Others	5%	5	0.25
TOTAL			<b>4.55</b>

EQUIVALENT NUMERICAL RATING: 4.55

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.55**ADJECTIVAL RATING: *Very Satisfactory* **OUTSTANDING**

Prepared by:

**FELY C. FALCONE**  
Name of Faculty

Reviewed by:

**ROBELYN T. PIAMONTE**  
Department Head

Recommending Approval:

**VICTOR B. ASIO**  
Dean/Director

Approved:

**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **FELY C. FALCONE**, Instructor 1 of the Department of Pest Management commits to the 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 2023**.

**FELY C. FALCONE**

Ratee

Date: JUL 12 2023

Approved:

**ROBELYN T. PIAMONTE**

Head, DPM

Date: JUL 17 2023

**VICTOR B. ASIO**

Dean, CAFS

Date: \_\_\_\_\_

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES (At least 65% of the Total Tasks)										
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							
		<u>A4</u> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	Handles and teaches courses assigned	4	9.75	5	5	5	5	
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	6	5	5	4	4.67	
		<u>A 11</u> . 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							
		<u>A12</u> . Number of trainings attended related to instruction	Attend mandated trainings		2	5	4	5	4.67	
		<u>A13</u> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3	6	5	5	5	5	
		<u>A14</u> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	50	150	5	5	5	5	
		<u>A15</u> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	50	150	5	5	5	5	
	<b>PI 8:</b> Number of students advised: *	<u>A16</u> . Number of students advised:	Acts as academic adviser to students	10	34	5	5	5	5	
		<u>A17</u> . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript		6	5	4	5	4.67	

		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	1	5	5	5	5	5	
		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	40	5	5	5	5	
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19</b> . Number of Student organizations advised	Advises student organizations recognized by USOO							
		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21</b> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	4	5	4	5	4.67	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	4	4	5	4	5	4.67	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	15	5	4	5	4.67	
		<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 Moodle or Google Classroom		2	5	4	5	4.67	



	<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		2	5	5	5	5	
		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>MFO2: Research Sevices (10%)</b>										
	<b>PI1:</b> Number of Outputs	Number of research outputs developed	- Develops and submits research							
	Published in CHED	and submitted for publication in	paper for publication in referred							
	accredited journals/	referred international/ national and	international/ national indexed							
	internationally indexed	other accredited indexed journal	journal							
	journals									
		Number of research outputs published								
		in referred international/ national and								
		other accredited indexed journal								
	<b>PI2:</b> Number of Outputs	Number of research outputs presented	Presents research outputs in							
	presented in regional/	to international/national/regional and	international/ national/ regional							
	national/international	local fora or conferences	and local for a or conferences							
	fora/conferences									
		Number of projects/ studies	Implements research projects/		1	4	5	5	46	
		implemented	studies							
	<b>PI3:</b> Number of proposals	Number of proposals developed and	Develop and submit proposal							
	submitted for funding	submitted								
		Number of proposals approved for								
		funding								
<b>MFO3: Extension services (At least 20% of the total tasks)</b>										

	PI1: Number of Trainings	Number of person-days trained	Trains clientele		30	5	5	5	5	
	conducted	Number clients served	Renders advisory services/technical assistance, briefings and on-farm consultation to clientele and visitors		3	5	5	5	5	
		Number of trainings served as Resource Person	Serves as Resource Person in trainings							
		Number of seminars/ conferences/ trainings attended	Attends seminars/ conferences/ trainings							
	PI1: Technical/ expert Services	Number of extension project/ study conducted	Conducts extension project/ study	1	1	4	4	5	4.33	
		Research Mentoring	Mentors SRA, SRS							
		Peer reviewers/Panelists	Review research papers for journal publication							
		Number of committee served w/n the university	Act as committee chair/ member w/n the university		3	5	4	5	4.67	
	OTHERS (5%)									
	Department Guidance Coordinator	No of students counseled			2	5	5	5	5	
						Comments and Recommendation for RESEARCH INVOLVEMENT				
	Total Over-all Rating				101.36					
	Average Rating				4.83					
	Adjectival Rating				OUTSTANDING					

\* to be accomplished on Jul-December 2023 accomplishment

Evaluated & Rated by:

**ROBELYN T. PIAMONTE**

Head, DPM

Date: JUL 17 2023

Recommending Approval

**VICTOR B. ASIO**

Dean, CAFS

Date: \_\_\_\_\_

Approved by:

**BEATRIZ S. BELONIAS**

Vice President, Academic Affairs

Date: \_\_\_\_\_



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: FELY C. FALCONE

Performance Rating: OUTSTANDING

Aim: research involvement

Proposed Interventions to Improve Performance:

Date: \_\_\_\_\_ Target Date: Jul 2023 - Dec 2024

First Step: Attend seminars/workshops related to research and extension

Result: draft research/extension proposals for review in the department level

Date: \_\_\_\_\_ Target Date: Jan - Dec 2024

Next Step: submit research/extension proposal for approval and funding

Outcome: Implement research/extension projects

Final Step/Recommendation: Submit proposal for funding.

Search for possible externally-funded research collaborations

Prepared by:

  
**ROBELYN T. PIAMONTE**  
Unit Head

Conforme:

  
**FELY C. FALCONE**  
Name of Ratee Faculty/Staff