

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: INISH CHRIS P. MESIAS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.33x50%= 2.17	
b. Students (50%)		4.74x 50% = 2.37	
Total for Instruction	65%	4.54	2.95
2. Research	15%	4.89	0.73
3. Extension	15%	5.00	0.75
4. Administration	5%	4.67	0.23
5. Production	0%	0.00	0.00
TOTAL			4.66


EQUIVALENT NUMERICAL RATING: 4.66
Add: Additional Points, if any: 0.00
TOTAL NUMERICAL RATING: 4.66

ADJECTIVAL RATING: Outstanding

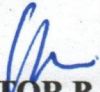
Prepared by:


INISH CHRIS P. MESIAS
Name of Faculty

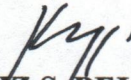
Reviewed by:


IVY C. EMNACE
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Approved:



BEATRIZ S. BELONIAS
Vice President for Instruction


INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **INISH CHRIS P. MESIAS**, of the Department of Food Science and Technology commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July to December 2019**.

Approved:


INISH CHRIS P. MESIAS
Ratee


IVY C. EMNACE
Head, DFST


VICTOR B. ASIO
Dean, CAFS

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO1- Advanced Education Services	PI 1. Number of FTE coordinated and implemented								
MF02 – Higher Education Services	P1. 1. Number of FTE coordinated and implemented	Teaches Introduction to poultry/livestock product, processing and preservation (lab & lec) & Safety, Hygiene and Sanitation (lec)	5.00	11.33	5	4	4	4.33	
	P1.2. Number of instructional material revised/prepared	Revised powerpoint for Introduction to poultry/livestock product, processing and preservation & Safety, Hygiene and Sanitation	1	3	5	5	5	5.00	
	P1.3. Number of course outline/syllabus updated	Updated course outline on Introduction to poultry/livestock product, processing and preservation	1	1	4	4	5	4.33	
	On thesis/field practice/special problem advising	Advised undergrad thesis students & revised their outline & manuscript; advised high school students in research planning & outline preparation	4	7	5	5	5	5.00	
	As SRC Member	Advising/correction	1	1	5	5	4	4.67	
	On thesis data analyzing consultation	Data analysis (BS thesis, High School Research)	2	2	4	4	5	4.33	

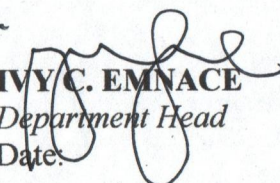
	On Consultation	Accommodated students for thesis/Research consultation/ on subject taught, thesis and grades	50	79	5	5	5	5.00	
	P1.5. Additional Outputs								
	Number of Examinations prepared	Prepared examinations for subjects taught	6	7	5	5	5	5.00	
	Number of checked requirements	Checked individual/group requirements	50	69	5	5	4	4.67	
	Number of research outlines checked	Checked research outlines	2	4	5	5	4	4.67	
MFO3 – Research Services	P1.1. Number of research projects conducted	Conducted research project as study/project leader	1	4	5	5	5	5.00	
	P1.2. Number of papers drafted for publication	Drafted papers for publication	1	5	5	4	4	4.33	
	Number of international or regional symposiums/conference/trainings attended	Attended conference/symposium	1	7	5	5	5	5.00	
	Number of meetings attended related to research	Attended meetings	2	8	5	5	5	5.00	
	Number of poster presentations	Presented a poster paper	1	2	5	5	5	5.00	
	Number of High school research advising	Advised high school students research	1	1	5	5	5	5.00	
MF04- Extension Services	P4.1 Additional Outputs								
	Number of research cum extension consultations	Accommodated extension consultation	1	2	5	5	5	5.00	
MFO 6 – General Admin. & Support Services (GASS)	P6. 1. Percent complaints from clients served	Percent of complaints from the clients served	0	0					
	Accommodate walk-in visitors	Accommodated walk-in visitors for consultation	2	5	5	5	5	5.00	
	Number of membership in committee (University, College and Department)	Acted as member in different committees	1	2	5	4	5	4.67	

	Number of department meetings attended	Attended department meetings	5	5	5	5	4	4.67	
	Number of minutes of meetings recorded and written	Submitted minutes of meeting	2	4	5	4	4	4.33	
Total Over-all Rating								100.00	


Average Rating (Total Over-all rating divided by 4)		4.76
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.76
ADJECTIVAL RATING		OUTSTANDING

Comments & Recommendations for Development Purpose: Attend Training Workshop on Data Analysis For Health Related Researches

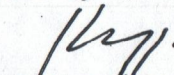
Evaluated & Rated by:


IVY C. EMNACE
Department Head
Date:

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS
Date:

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction
Date:

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

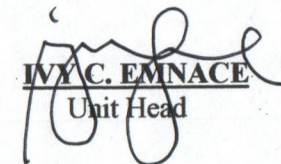
PERFORMANCE MONITORING FORMName of Employee: **INISH CHRIS P. MESIAS**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/ Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, makes herself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Satisfactory	July 2019	December 31, 2019	December 10, 2019	Very Impressive	Very Satisfactory	
2	Attends meetings and performs functions as member of different committees of the department	Outstanding	Continuing from Jan – Dec. 2019	July-Dec. weekly meetings	July – Dec. 2019 weekly meetings	Very Impressive	Outstanding	
3	Performs other functions	Outstanding	July 2019	July-Dec. 2019 weekly meetings	July – Dec. 2019	Very Impressive	Outstanding	

*Either very impressive, impressive, needs improvement, poor, very poor

**Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:


IVYC. EMNACE
 Unit Head

EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Ms. Inish Chris P. Mesias
Performance Rating : OUTSTANDING (4.74)

Aim: To improve teaching capability of faculty member.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: January 2019

Target Date: March 2019

First Step:

Required Ms. Mesias to update course syllabi of the courses assigned to her.

Result:

Updated undergraduate course syllabi

Date: April 2019

Target Date: June 2019

Next Step:

Update undergraduate course syllabus and Instructional Materials.

Outcome:

Final Step/Recommendation:

Ms. Mesias will update the rest of the syllabi and instructional materials assigned to her.

Prepared by:


IVY C. EMNACE
Unit Head

Conforme:


INISH CHRIS P. MESIAS
Ratee