SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ELVIRA L. OCLARIT

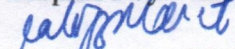| Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.96 x 0.50	2.48
b. Students (50%)		5 x 0.50	2.50
Total for Instruction	35%	4.98 x 0.35	1.743
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	4.67 x 0.05	0.2335
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	60%	5 x 0.60	3.0
5. Production			
TOTAL			4.9765

EQUIVALENT NUMERICAL RATING: 4.98
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **4.98**

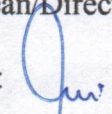ADJECTIVAL RATING: OUTSTANDING

Prepared by:

ELVIRA L. OCLARIT
Name of Faculty

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ___ELVIRA L. OCLARIT___ , 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 2022__ .

Approved:

ELVIRA L. OCLARIT
Assoc. Prof. II
Date: July 22, 2022

VICTOR B. ASIO
College Dean
Date: 7/26/22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
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		1.67	5	5	5	5.0	
	PI 8: Number of graduate students advised *	**A2.** Number of students advised		Acts as academic adviser to graduate students	4*	4	5	5	5	5.0	
		A3. Number of students advised on thesis/special problem/dissertation									
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript	1*	4	5	5	5	5.0	

		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	*1**	8	5	5	5	5.0	
		A4 . Number of students entertained for consultation purposes		*Entertains students seeking consultation with faculty*	8*	10	5	5	5	5.0	
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*	*1**	1	5	4	5	4.67	
		Supplemental learning resources		*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	*2**	5	5	5	5	5.0	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	*2**	4	5	5	5	5.0	
		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*	*1**						
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*	5*	1.75	5	5	5	5.0
	A10. Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	2*	3	5	5	5	5.0
	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	2*	3	5	5	5	5.0
	A12. Number of trainings attended	Trainings attended	Attend mandated trainings	1*	1	5	4	5	4.67
	A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	2*	4	5	5	5	5.0
	A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	4*	2	5	5	5	5.0
	A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	10*	32	5	5	5	5.0
PI 8: Number of students advised: *	A16. Number of students advised:		*Acts as academic adviser to students*	5*					
	A17. Number of students advised on thesis/ field practice/special problem:								
	As SRC Chairman	Advising/ correction	Advises, and corrects research outline and thesis/SP manuscript	1*					
	As SRC Member	Advising/ correction	Advises and corrects research outline and thesis/SP manuscript	2*	4	5	5	5	5.0

		A18. Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	*10**	15	5	5	5	5.0	
	PI 9: Number of student organizations advised/ assisted *	*A19. Number of Student organizations advised*		*Advises student organizations recognized by USSO*							
		A20. Number of Student organizations assisted on student related activities		*Assists student organizations in implementing student*							
	PI 10: Number of instructional materials developed *	A 21 : 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**	1	5	4	5	4.67	
		Supplemental learning resources		*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	*4**	5	5	5	5	5.0	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc	*4**	5	5	5	5	5.0	
		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							
		A 24 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom	*1**	2	5	5	5	5.0	
	PI 11. Additional outputs	A 25. Number of Additional outputs			*1**	2	5	5	5	5.0	

		Program accreditation/evaluation		Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	2*	3	5	5	5	5.0	
		Agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1*	2	5	5	5	5.0	
		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-refereed or CHED recognized journal within the year		Writes publishable materials out of research outputs and submits for publication							
	In refereed int'l journals								
	In refereed nat'l/regional								
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 scienfic for a/conferences							
	In int'l fora/conferences								

		In nat'l/regional fora/conferences								
	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	-	1	5	4	5	4.67
	PI 6. Additional outputs*	A 32. No. of research-related awards (research								
		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						
		A 35.Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new						

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						
	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						
	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		Implementes duly approved extension projects						

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						
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						
Research Mentoring	*Research Mentor*								
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						
PI 11. Additional outputs *	**A 42**. No. of extension-related awards (extn. conducted by faculty or								
	A 43.Other outputs implementing the new normal due to covid 19		Designs extension related activities and other outputs to implement new						
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 theQMS 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	5.00	
	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	5.00	
	On program accreditations	Pilot Plant Manager							
	On institutional accreditations	SSF Rootcrop							
UMFO 6. General Admin. & Support Services									
PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients	Zero % complaint	5	5	5	5.00	
PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *		Initiates/introduces improvements in performfing functions resulting to best practice						
	A 48.Other outputs implementing the new normal due to covid 19		Designs administration/management related activities and other outputs to implement new normal						

Total Over-all Rating								138.68	
Average Rating								4.95	
Adjectival Rating					OUTSTANDING				

* The rest of the targets will be accomplished on July-December 2022 rating period

Keep up the good work

Evaluated & Rated by:

ELVIRA L. OCLARIT
Department Head
Date: July 22, 2022

Recommending Approval

VICTOR B. ASIO
Dean, CAFS
Date: 7/26/22

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 7-22-22

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ELVIRA L. OCLARIT
Performance Rating: OUTSTANDING

Aim: _To increase the scientific publication_

Proposed Interventions to Improve Performance:

Date: _Jan 2022_   Target Date: _June 2022_

First Step:
Attend seminar on writing scientific publication

Result:
Write paper & submit to peer-reviewed journal
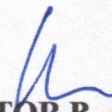
Date: _June 2022_   Target Date: _____
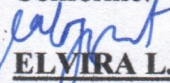
Next Step:
Revise paper after review

Outcome: _New paper is published_

Final Step/Recommendation:

_____

Prepared by:

VICTOR B. ASIO
Unit Head

Conforme:

ELVIRA L. OCLARIT
Name of Ratee Faculty/Staff