

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **VICTOR B. ASIO (Professor VI)**

Period: July to December 2020

Program Involvement (1)	Percentage Weight of (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head	15	4.981	0.747
b. Students	15	5.00	0.750
Total for Instruction	30		1.497
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	20	5.00	1.00
Total for Research	20		1.00
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	10	5.00	0.50
Total for Extension	10		0.50
4. Administration	40	5.00	2.00
5. Production			
TOTAL	100		4.9972

EQUIVALENT NUMERICAL RATING:

4.9972

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.997

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:


VICTOR B. ASIO

Name of Faculty/CAFS Dean

Reviewed and Approved:


BEATRIZ S. BELONIAS

Vice President, Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, VICTOR B. ASIO, Professor 6 of the College of Agriculture, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 1 to December 31, 2020 (Accomplishments).

VICTOR B. ASIO, Ph.D.
Ratee (College Dean)

Date: 1/15/23

Approved:

BEATRIZ S. BELONIAS, Ph.D.

VP For Academic Affairs

Date: 2/10/2021

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Task Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with
						Quality	Efficiency	Timeline	Average	
UMFO 1: Advanced Education Services										
Graduate Degree Program Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	(SOIL 212 Lec & Lab with 11 students) (20 students) & SOIL291 with 3 students	3.33	5.33	5	5	5	5.00	
		A2. Number of graduate degree specializations monitored	Monitors MS & PhD programs of each department and evaluates and recommends graduate students	1	10	5.0	5.0	5.0	5.00	MS and PhD Program
		A3. Number of graduate students enrolled	Monitors graduate students enrolled especially the DOST	10	30	5.0	5.0	5.0	5.00	Total No of MS (Soil Science) students enrolled
		A4. Percentage increase in number of graduate students who graduated within prescribed period	Recommends graduate students for graduation (as adviser, Department Head and GAC)	50%						No Graduation yet during the covered period
Graduate Student Management Services										

	PI 8: Number of graduate students advised *	A5. Number of students advised	Reads and approves thesis outline	2						No Graduates during the covered period
		A6. Number of students advised on thesis/special problem/	Reads, provides suggestions for improvement and approve graduate manuscript (as adviser, GAC member & Dept head)	2						No Graduates during the covered period
		As GAC Chairman								
		AS GAC Member	Provides suggestions, guides and read and approved research outline and thesis/SP/dissertation manuscript	3	3	5	5	5	5	Demain, Manla & Regina
		As Department Head	Advised and read and approved research outline and thesis/SP/dissertation manuscript	3	3	5	5	5	5	Demain, Manla & Regina
		A7. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty (virtual)	2	10	5	5	5	5.00	
		A8: Number of graduate students awarded with scholarship/ assistantship	Monitors graduate students in the department awarded with scholarship under my advisorship	1	2	5	5	5	5	Asencion, Bedico and Manla
		A9: Percentage of graduate students awarded with scholarship/assistantship who graduated within prescribed period	Monitors and recommended graduate students awarded with scholarship for graduation (GAC Member)	2						No Graduation yet during the covered period
		A10. Number of graduate students gainfully employed in jobs related to their graduate program	Recommends graduate students as Instructor of SUC	1						No Graduates yet during the covered period
	PI 9: Number of instructional materials developed *	A11. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	1	4.5	4.5	4.5	4.50	SS 211 with 4 modules, powerpoints, PDFs
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	5	5	5	5.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	5					SS 211 with 4 modules, powerpoints, PDFs
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	7	5	5	5	5.00	

		A12 : 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	0	1	5	5	5	5	Dept's level only
		A13 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	5	5	5	5.00	
	PI 10. Additional outputs:	A14. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	2	5	5	5	5.00	Created Groupchat where students can easily drop their concerns about the course and further interactive discussions
UMFO 2 Higher Education Services										
Under Graduate Degree Program Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A15. Number of FTE	Teach: Soil 110 lec (50 students)	7.50	5	5	5	4.75	4.9	
		A16. Number of degree of specialization compliant to CMO supervised and monitored	Supervised and monitored BSA-Soil Science program compliant to CMO	1	1	5	5	5	5.0	
		A17. Percentage increase in number of students who graduated within prescribed period	Recommended undergraduate students for graduation (as Dept. Head)	4						No graduation yet during the period covered
		A18. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2						No gradesheet submitted yet
		A19. 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	0	1	5	5	5	5.0	
		A20. Number of trainings attended related to instruction	Attend mandated trainings	0	2	5	5	5	5.0	
		A21. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	1	5	5	5	5.0	Soil 110
		A22. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	8	5	5	5	5.0	Soil 110
		A23. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0						NA for the period covered

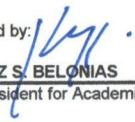
Undergraduate Student Management Services										
	PI 8: Number of students advised: *	A24: Number of students advised:	Guided the students during enrolment on what courses to take and approved COR	7	15	5	5	5	5	1st yr to 4th yr
		A25: Number of students advised on thesis/ field practice/special problem:								
		As Department Head	Read, reviewed and approved thesis outline as dept. head	4						Reflected in Jan to June accomp
		As SRC Chairman	Read, reviewed and approved thesis outline as Chairman	0						Reflected in Jan to June accomp
		As SRC Member	Read, reviewed and approved thesis outline as SRC member	2						Reflected in Jan to June accomp
		A26: Number of students entertained for consultation purposes	Entertained and guide students consulting on subject taught, thesis and grades	5	15	5	5	5	5	Virtually thru chat/email
	PI 9: Number of student organizations assisted *	A27: Number of student-related activities assisted	Approved and monitored student activities as dept. head	5						Reflected in Jan to June accomp
	PI 10: Number of instructional materials developed *	A28: Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	1	5	5	5	5	
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0	1	5	5	5	5.0	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	5	5	5	5.0	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	8	5	5	5	5.0	
		A29: 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	0						
		A30: Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	5	5	5.0	
		A31: Number of undergraduate students gainfully employed in jobs related to their undergraduate program	Recommended either for scholarship/work	1						Reflected in Jan to June accomp
	PI 11: Additional outputs	A32: Number of Additional outputs accomplished:								
		A33: Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1	5	5	5	5.0	ISO

	A34. Other outputs implementing the new normal due to covid 19	Designated as SUC ACAP Secretary and organized virtual meeting and prepared minutes of the virtual meetings and other assignments <i>ML</i>	0	1	5	5	5	5.0	
				Sub-Total				149.4	
				Average				4.981	
				TPES				5.0	
UMFO 3 Research Services									
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A35. 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	1					Reflected in Jan to June accomp
	PI 2. Number of research outputs completed within the year *	A36. Number of research outputs completed within the year *	Conducts and completes research or project within the year	0					
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A37. 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						
		In refereed int'l journals							
		In refereed nat'l/regional journals							
	PI 5. Percent of research proposals approved *	A38. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0					
	PI 6. Additional outputs*	A39. No. of research-related awards (research conducted by faculty or student w/ faculty)		0					
		A40. 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	1	3	5	5	5.0	Science and Humanities Journal
					Sub-Total			5.0	
					Average			5.0	
MFO 4	Extension Services	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of						

		A35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
		A41. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
		A42. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0						
UMFO 4 Extension										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension	A43. 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	0						
	PI 2. Number of trainees weighted by the length of	A44. 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	A45. Number of extension programs/projects implemented	Implements duly approved extension projects	1	1	5	5	5	5.0	
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A46. 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	A47. Number of technical/expert services as/in:								
	Research Mentoring	Research Mentor			2	5	5	5	5.0	RA and GTA
	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 *	A48. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							

	PI 11. Additional outputs *	A49. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		A50. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
					Sub-total				25.0	
					Average				5.0	
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*	A51. 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	100%	100%	5	5	5.0	
		A52. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations								
		On institutional accreditations								
	Faculty Development Services									
UMFO 6 General Admin and 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	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 performing 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							
					Sub-total				5.0	
					Average				5.0	
Total Over-all Rating						189.42				
Average Rating						4.997				
Adjectival Rating						Outstanding				

Approved by:



BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

Comments & Recommendations for Development Purpose:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: VICTOR ASIO
Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: July 2020

Target Date: December 2020

First Step:

Attend and participate in national and international scientific forum
Maintain research collaboration of VSU with other collaborating agencies (e.g. ASTHRD, ACIAR, ect.)
Review manuscripts as Editor of Annals of Tropical Research journal
Manage and coordinate Erasmus mundus and DOST scholarships
Spearhead in the proper implementation of different curricular programs of the College
Maintain the quality of each program of the college by subjecting to accreditation (ISO)

Results:

Has reviewed and edited manuscript for Annals of Tropical Research
Has maintained the collaboration of VSU with other collaborating agencies (e.g. ASTHRD, ACIAR, ect.)
Has managed and coordinated the Erasmus mundus and DOST scholarships
Spearheaded in the proper implementation and maintained the excellent quality of the different curricular programs of the college

Date: January 2021 Target Date: June 2021

Next Step:

Invite and encourage more international collaborators to enhance tie-ups between potential and existing partner.
Prepare virtual classroom, update syllabi and learning guides for 2 nd semester classes

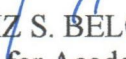
Outcome:

Enhance tie-ups between potential and existing partners for possible project implementation.


Final Step/Recommendation:

If proposal is approved and budget is ready, then implementation will follow.

Prepared by:


BEATRIZ S. BELONIAS
Vice-President for Academic Affairs

Conforme:


VICTOR ASIO
Dean, CAFS