

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MARILOU M. BENITEZ

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.94x50%= 2.47	
b. Students (50%)		4.33x50% = 2.16	
Total for Instruction	40%	4.64	1.85
2. Research			
a. Client/Dir. for Research (50%)		5 x 50% = 2.5	
b. Dept. Head/Center Director (50%)		5 x 50% = 2.5	
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		5.0 x 50%) = 2.5	
b. Dept Head/Center Director (50%)		5.0 x 50% = 2.5	
Total for Extension	15%	5	0.75
4. Administration	15%/0	5	0.75
5. Production	n/a		
TOTAL			4.85

EQUIVALENT NUMERICAL RATING: 4.85  
Add: Additional Points, if any:  
TOTAL NUMERICAL RATING: 4.85

ADJECTIVAL RATING: Outstanding

Prepared by:  
MARILOU M. BENITEZ  
Name of Faculty

Reviewed by: ROSARIO A. SALAS  
Department Head

Recommending Approval:  
VICTOR B. ANIO  
Dean/Director

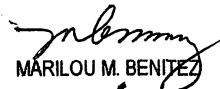
Approved:  
BEATRIZ S. BELONIAS  
Vice President




Visayas State University  
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION  
Visca, Baybay City, Leyte

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, MARILOU M. BENITEZ, Assistant Professor, 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.

  
MARILOU M. BENITEZ  
Ratee

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

  
ROSARIO A. SALAS, Ph.D.  
Head,DOH

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

MFOs and Performance indicators	Success Indicator (SI)		Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
MINIMUM PIs PER MFO FOR ACADEMIC DEPARTMENT'S OPCR										
UFMO 1	ADVANCED EDUCATON SERVICES									
	OVPI MFO 1	Graduate Degree Program Management Services								
		PI 1 Graduate deree program monitored								
		PI 2* Total Graduate FTE monitored	Hort 214 lec and lab, 300,400	6.58	6.58	5	5	5	5	
		PI 3. Percentage increase in number of graduate students enrolled								
		PI 4 Percentage increase in number of graduate students who graduated within prescribed period								
	OVPI MFO 2	Graduate Student Managemet Services								
		PI 1 Number of graduate students awarded with scholarships/ assistantships								
		PI 2 Percentage of graduate students awarded with scholarship/ assistantship who graduated within the prescribed period								
		PI 3 Number of graduate students awarded with honor/distinction upon graduation								
		PI 4 Number of graduate students advised	as adviser: 4; MS: 4; as SRC 6	10	14	5	5	5	5	
UMFO 2	HIGHER EDUCATION SERVICES									
	OVPI MFO 1	Curriculum Program Management Services								
		PI 1* Total Undergraduate FTE monitored	Classes handled: Hort 22 lec,144, lec, la	50.95	53.55	5	5	5	5	
		PI 2 Number of undergraduate curricular programs compliant to CMO approved and offered								
		PI 3 Averaged passing percentage in licensure examinations in								

		mandated program									
	PI 4	Number of undergraduate graduates in mandated programs graduated within the prescribed period			6	6	5	5	5	5	
	PI 5	Percentage increase in the number undergrad students who graduated within the prescribed period			6	6	5	5	5	5	
	PI 6	Percentage increase in the number undergrad students enrolled			80	100	5	5	5	5	
	PI 7	Number of academe/industry linkage established									
	PI 8	Number of students advised	as adviser:10; asSRC 10		17	20	5	5	5	5	
	PI 9	Number of student organizations advised/assisted									
	PI 10	Number of instructional materials developed									
UMFO 3	RESEARCH SERVICES										
	PI 1*	Number of published papers in internationally indexed journals refereed int'l journals	APJFS: CO-Author		1	1	5	5	5	5	
		refereed nat'l journals									
		institutional journals									
	PI 2*	Number of research outputs presented in regional/national/international for a/conferences	Brisbane, Australia		1	1	5	5	5	5	
		international for a/conferences									
		national for a/conferences									
		institutional for a/conferences									
	PI 3	Number of research projects conducted and/or completed on scheduled	ACIAR project Leader		1	1	5	5	5	5	
	PI 4	Number of research proposals submitted									
	PI 5	Percent of research proposals approved									
	PI 6	Amount of research money generated from external funding	ACIAR project Leader		300T	334T	5	5	5	5	
	PI 7	Amount of research money generated from institutional funding									
	PI 8	Additional outputs	As moderator (Australia)		1	1	5	5	5	5	
		Number of research-related awards (faculty & student/faculty)									
UMFO 4	EXTENSION SERVICES										
	PI 1	Number of person-days trained weighted by length of training	Resource person		20	25	5	5	5	5	
	PI 2	Number of trainings conducted									
	PI 3	Number of IEC materials/technoguides developed/used			8	8	5	5	5	5	
	PI 4	Number of beneficiaries served									
		Groups									
		Individuals	DA		1	1	5	5	5	5	
	PI 5	Number of technical/expert services			80	105					
		Research Mentoring									
		Peer reviewers/Panellist									
		Resource Persons	resource speaker (ATI)		7	8	5	5	5	5	
		Convenor/Organizer									
		Consultancy									
		Evaluator									
	PI 6	Number of extension projects conducted	HELP, Herbs, spice and medicinal		1	1	5	5	5	5	



	PI 7	Number of extension proposals submitted										
	PI 8	Percent of extension proposals approved										
	PI 9	Amount of extension money generated from external funding										
	PI 10	Amount of extension money generated from institutional funding										
	PI 11	Additional outputs										
		<i>Number of extension-related awards (extension conducted by faculty and faculty &amp; student</i>										
UMFO 5	SUPPORTING TO ORGANIZATIONS											
	OVPI MFO 1	Faculty Development Services										
	PI 1	Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored & assisted										
	OVPI MFO 2	Faculty Recruiting/Hiring Services										
	PI 1	Number of faculty recruited/hired aligned with ISO standard										
	OVPI MFO 3	Faculty Evaluations Services										
	PI 1	Number of seminars/trainings/conventions/workshops coordinated for entire university										
	PI 2	Number os seminars/trainings/conventions/workshops coordinated outside of the university				1	1	✓	✓	✓	✓	
	PI 3	Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated				94.2	94.2	✓	✓	✓	✓	
	PI 4	Number of in-house seminars/trainings/workshops/reviews conducted attended				1	1	✓	✓	✓	✓	
	PI 5	Additional outputs										
		<i>Number of faculty/staff awards/honors received related to operations support</i>										
	OVPI MFO 4	Program and Institutional Accreditation Services										
	PI 1	Number of degree programs which passed accreditation/evaluation at least Level 1										
	PI 2	QMS on faculty recruitment, development										
	PI 3	Percentage of degree program compliant with CHED										
	PI 4	Additional Outputs										
		<i>Number of activities organized/attended/assisted/participated/facilitated</i>										
UMFO 6	GENERAL ADMINISTRATION & SUPPORT SERVICES											
	PI 1	Zero complaints from clients										
	PI 2	Additional Outputs/Best Practices										
		TOTAL OVER-ALL RATING										
		AVERAGE RATING										
		ADJECTIVAL RATING										

\* on per capita basis



Average Rating (Total Overall rating divided by 4)	4.92
Additional Points:	5
Punctuality	
Approved Additional points (with copy of approval)	4.92
Final Rating	0
ADJECTIVAL RATINGS	

Comments & Recommendations  
for Development Purpose:

Keep it up!

Evaluated and Rated by

*[Signature]*

ROSARIO A. SALAS

Head, DOH

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

Recommending Approval:

*[Signature]*

VICTOR B. ASIO

Dean, CAPS

Date: *8* \_\_\_\_\_

Approved:

*[Signature]*

BBATTAZ S. BELO NJAS

Vice President Instruction

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

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



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARILOU M. BENITEZ  
Performance Rating: OUTSTANDING

Aim: Maintain the Outstanding rating  
Proposed Interventions to Improve Performance:  
Date: January , 2018 Target Date: December 2018

First Step: Update instructional materials  
Attend and Participate in scientific forum

Result: Has updated the instructional materials  
Has attended/Participated in scientific forum both national and international


Date: January 2019 Target Date: December 2019  
Next Step:

To publish scientific paper in referred journal  
To write and submit research proposal to funding agencies  
To attend trainings/seminars,scientific conference related to Horticulture


Outcome: \_\_\_\_\_

Final Step/Recommendation:  
\_\_\_\_\_

Prepared by:

  
ROSARIO A. SALAS  
Unit Head

Conforme:

  
MARILOU M. BENITEZ  
Name of Ratee Faculty/Staff