Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MARILOU M. BENITEZ

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvem ent	(Rating x%)	Rating
	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		4.94x50%= 2.47	
b. Students (50%)		$4.33 \times 50\% = 2.16$	
Total for Instruction	40%	4.64	1.85
2. Research			
a. Client/Dir. for Research (50%)		$5 \times 50\% = 2.5$	
b. Dept. Head/Center Director		$5 \times 50\% = 2.5$	
(50%)			
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		$5.0 \times 50\%$ = 2.5	
b. Dept Head/Center Director		$5.0 \times 50\% = 2.5$	
(50%)			
Total for Extension	15%	5	0.75
4. Administration	150/0	5	0:75
5. Production	n/a		
TOTAL			
			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. ASIC Dean/Director

Approved:

BEATRIZ S.ÆELONIAS

Vice President

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al Charlie da Resona (50%)		24708 - 23	-
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	(3)	(9)	
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Recommendant Approve

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Ceatha Eagle Cairs Vice Benear

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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.

- mlamm
MARILOU M. BENITEZ
Ratee
Data

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

Date:

MFOs and Performance indicators			Success Indicator (SI)		Task Assigned	Target	Actual Accom- plishment	Quality	Efficiency	Timeliness	Average	Remark
	P	NINIMUM P	is PER MFO FOR ACADEMIC DEPARTMENT'S OPCR									
UFMO 1	ADVANCED ED	UCATON SE	RVICES	_							 	
	OVPI MFO 1	Graduate	Degree Program Management Services									
		Pl 1	Graduate deree program monitored			and the second					†	
		PI 2*	Total Graduate FTE monitored		Hort 214 lec and lab, 300,400	6.58	6.58	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										1	
		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	3	5	
UMFO 2	HIGHER EDUC	ATION SERV	ICES									
	OVPI MFO 1	Curriculur	n Program Management Services									
		PI 1*	Total Undergraduate FTE monitored		Classes handled: Hort 22 lec,144, lec, la	50.95	53.55	t,	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			ļ					
	PI 4	Number of undergraduate graduates in mandated programs								
		graduated within the prescribed period		6	6	5	5	2	5	
	PI 5	Percentag increase in the number undergrad students who								
		graduated withinn the prescribed period		6	6	1	4	5	5	
	PI 6	Percentage increase in the number undergrad students enrolled		80	100	5	5	5	[
	PI 7	Number of academe/industry linkage established		<u> </u>						
	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					<u> </u>			
	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	3	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	2	5	حي ا	5	
		international for a/conferences								
		national for a/conferences								
		institutional for a/conferences								
	PI 3	Number of research projects conducted and/or compited on	ACIAR project Leader	1	1	5	\$	7	5	
		scheduled								
	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	Ţ	5	5	5	
		Number of research-related awards (faculty & student/faculty)								
UMFO 4	EXTENSION SERVICES									
	Pl 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	2	5	5	5	
	PI 4	Number of benificiaries served								
		Groups								
		Individuals	DA	1	1	5	1	5	5	
	PI 5	Number of technical/expert services		80	105					
		Research Mentoring								
		Peer reviewers/Panelist								
		Resource Persons	resource speaker (ATI)	7	8	5	2	5	5	
		Convenor/Organizer								
		Consultancy								
		Evaluator								
	PI 6	Number of extension projects conducted	HELP, Herbs, spice and medicinal	1	1	ť	5	7	5	

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

^{*} on per capita basis

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ADJECTIVAL RATING	FINAL RATING	Approved Additional points (with copyrof approval)	Punctuality	Additional Points:	Average Fating (Total Overall rating divided by 4)	
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Kup it up!	for Development Purpose:	

Recommending Approval:

evaluated and Rated by

ROSARIO A. SALAS Head, DOH

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1 - Climituh 1 - Efficience

4 - John Gille

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BEATRY S. BELONIAS
White president Instruction
Date:

VICTURE B. ASIO Dearn, CAPS Date:

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARILOU M. BENITEZ Performance Rating: OUSTANDING
Aim: Maintain the Oustanding 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
Unit Head

Conforme:

MARILOU M. BEXITEZ

Name of Ratee Faculty/Staff