

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: DARIO P. LINA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		-	
b. Students (50%)			
Total for Instruction	40%	4.1	1.64
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		-	
Total for Research	30%	4	1.6
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		-	
Total for Extension	15%	3.89	0.58
4. Administration	15%	5	0.75
5. Production	NA		
TOTAL			4.57

EQUIVALENT NUMERICAL RATING: 4.57

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.57

ADJECTIVAL RATING: Outstanding

Prepared by:

DARIO P. LINA

Name of Faculty

Reviewed by:

ROSARIO A. SALAS

Department Head

Recommending Approval:

VICTOR B. ASIO

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, **DARIO P. LINA**, Associate Professor, commits to deliver and agree to be rated on the attainment of the following targets and accomplishments in accordance with the indicated measures for the period January to June 2021.

DARIO P. LINA
Associate Professor V
Date: 07/27/21

ROSARIO A. SALAS
Department Head
Date: 07/27/21

VICTOR B. ASIO
College Dean
Date: _____

MFOs and Performance Indicators	Success Indicator (SI)		Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
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	4.5	10.9	5	5	5	5		
		PI 3. Percentage increase in number of graduate students enrolled	2%	2%	4	4	4	4		
		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	3	3	4	4	4	4		Ph.D
UMFO 2	HIGHER EDUCATION SERVICES									
	OVPI MFO 1	Curriculum Program Management Services								
		PI 1* Total Undergraduate FTE monitored	4.5	9.65	5	5	5	5		
		PI 2 Number of undergraduate curricular programs compliant to CMO approved and offered	1	1	4	4	4	4		
		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	30	40	5	5	5	5		
		PI 5 Percentag increase in the number undergrad students who graduated withinn the prescribed period								
		PI 6 Percentage increase in the number undergrad students enrolled								
		PI 7 Number of academe/industry linkage established	7	8	5	5	5	5		DOST,DA-BAR, BPI, BAFS, ATI,DARFO 8,PA, NCRC-Visayas

			8	13	5	5	5	5	13- Advisee, 5me mber committee
	PI 8	Number of students advised							
	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 <i>refereed int'l journals</i>							
		<i>refereed nat'l journals</i>							
		<i>institutional journals</i>							
	PI 2*	Number of research outputs presented in regional/national/ international for a/conferences							
		<i>international for a/conferences</i>							
		<i>national for a/conferences</i>							
		<i>institutional for a/conferences</i>							
	PI 3	Number of research projects conducted and/or completed on scheduled							
	PI 4	Number of research proposals submitted	1	1	4	4	4	4	
	PI 5	Percent of research proposals approved							
	PI 6	Amount of research money generated from external funding							
	PI 7	Amount of research money generated from institutional funding							
	PI 8	Additional outputs							
		<i>Number of research-related awards (faculty & student/faculty)</i>							
UMFO 4	EXTENSION SERVICES								
	PI 1	Number of person-days trained weighted by length of training	25	50	5	5	5	5	
	PI 2	Number of trainings conducted	1	2	5	5	5	5	
	PI 3	Number of IEC materials/technoguides developed/used							
	PI 4	Number of beneficiaries served							
		<i>Groups</i>	2	2	4	4	4	4	
		<i>Individuals</i>	25	50	5	5	5	5	
	PI 5	Number of technical/expert services							
		<i>Research Mentoring</i>	1	1	4	4	4	4	DA-Bohol
		<i>Peer reviewers/Panelist</i>							
		<i>Resource Persons</i>	2	2	4	4	4	4	ATI
		<i>Convenor/Organizer</i>							
		<i>Consultancy</i>							
		<i>Evaluator</i>							
	PI 6	Number of extension projects conducted	1	1	4	4	4	4	HELP
	PI 7	Number of extension proposals submitted							
	PI 8	Percent of extension proposals approved							
	PI 9	Amount of extension money generated from external funding	75	75	4	4	4	4	HELP
	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 & 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 of seminars/trainings/conventions/workshops coordinated outside of the university						
		PI 3	Percentage of faculty rated by students with at least very						

		satisfactory rating in 50% of the subjects evaluated			90%	100%	5	5	5	5	
	PI 4	Number of in-house seminars/trainings/workshops/reviews conducted attended									
	PI 5	Additional outputs									
		Number of faculty/staff awards/honors received related to operations support									
	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									
		Number of activities organized/attended/assisted/participated/facilitated									
UMFO 6		GENERAL ADMINISTRATION & SUPPORT SERVICES									
	PI 1	Zero complaints from clients			0	0	4	4	4	4	
	PI 2	Additional Outputs/Best Practices									
		TOTAL OVER-ALL RATING									
		AVERAGE RATING									4.7
		ADJECTIVAL RATING									OUTSTANDING

Evaluated & Rated by:

Rosal
ROSARIO A. SALAS
 Department Head

Date:

07/27/21

Recommending Approval

VBS
VICTOR B. ASIO
 Dean, CAFS

Date:

Approved by:

Bea
BEATRIZ S. BELONIAS
 Vice President for Instruction

Date:

8/13/21

Comments & Recommendations
 for Development purposes

Should publish in refereed journal

***Extension Services PI 4:

1. Resource person, Training on Communal and Container Vegetable Gardening, February 18-19, 2017, VSU, Visca, Baybay City, Leyte
1. Resource person, Training on Communal and Container Vegetable Gardening, February 25-26, 2017, VSU, Visca, Baybay City, Leyte
4. Resource person, Training on Climate Smart Agricultural Technologies, March 30-31, 2017,

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DARIO P. LINA

Performance Rating: OUTSTANDING

Aim: Achieve good performance in instruction, research and production

Proposed Interventions to Improve Performance:

Date: July, 2020 Target Date: December 2020

First Step: Upgrade instructional materials to outcomes-based education(OBE) in nature both

Both in undergrad and graduate courses

Acquire and improve instructional equipment and facilities for effective learning

Make proposals for research and extension relevant to R & D road map for

Priority commodity in the region or the country

Relate the relevance of these studies in the graduate and undergraduate courses
being taught

Conduct research studies effectively

Date: July 2021

Target Date: December 2021

Next Step:

Make research proposals and submit to funding agencies, then conduct the research

To regional or national reviews and planning workshops for R & D projects on

Commercial crops

Respond positively to invitations for RP's in technical trainings and seminars for

Farmers and professional groups

Visit well established farms, investigate the good practices therein and identify areas
for interventions

Write research results for publication in technical journals

Outcome: _____

Final Step/Recommendation:

Prepared by:

ROSARIO A. SALAS

Unit Head

Conforme:

DARIO P. LINA

Name of Ratee Faculty/Staff