Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

RODEN D. TROYO.

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		4.7x100%= 4.7	
b. Students (50%)			
Total for Instruction	40%	4.7	1.88
2. Research			
a. Client/Dir. for Research (50%)		$4.5 \times 50\% = 2.3$	
b. Dept. Head/Center Director		$4.5 \times 50\% = 2.3$	
(50%) Total for Research	30%	4.6	1.38
3. Extension			
a. Client/Dir. for Extension (50%)		$5.0 \times 50\%$) = 2.5	
b. Dept Head/Center Director (50%)		5.0 x 50% = 2.5	-
Total for Extension	15%	5	0.75
4. Administration	10%	5	0.5
5. Production	5%	5	0.25
TOTAL			4.76
		1	

EQUIVALENT NUMERICAL RATING:

4.76

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.76

ADJECTIVAL RATING:

Outstanding

Reviewed by:

Prepared by:

Ha

RODEN D. TROYO

Name of Faculty

ROSARIO A. SALAS

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, <u>RODEN D. TROYO</u>, a faculty member of the <u>DEPARTMENT OF HORTICULTURE</u> commit to the deliver and agree to be rated on the attainment of the following accomplishment in accordance with the indicated measures for the period <u>January to December 2020</u>.

Approved:

ROSARIO A. SALAS Department Head

Date:

Date:

VICTOR B. ASIO
College Dean

Date:

Asistant Professor II

MFO No.	Description of MFO's/PAPs	ription of MFO's/PAPs Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment		F	Rating		REMARKS (Indicators in percentage should
No.					,	Quality	Eficiency	Timeliness		be supported with numerical values in numerators and denominators)
UMFO	1. ADVANCED EDUCATIO	N SERVICES								
OVPI N	IFO 2. Graduate Student I	Management Services								
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	4	1.67	3.0	3.0	3.0	7.0	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	1	48	48	4-8	48	
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	7	5	4-8	4-8	4.8	4-8	

PI 9: Number of A5 . Number of on-line ready Converts the existing instructional materials coursewares developed and instructional materials into developed * flexible learning systems submitted for review Prepares Instructional module/laboratory On-line ready courseware guide/workbook or a combination thereof Prepares Power Point presentation, video clips, 4848 4.8 4.8 Supplemental learning resources movie clips, reading assignments depending on course taught Prepares assessment tools such as long exam, quizzes, 2 Assessment tools problems sets, etc. A 6: Number of on-line course ware Submits the course ware reviewed by TRP & edited by duly reviewed by TRP for editing by MMDC editor MMDC editor Creates virtual classroom A 7: Number of virtual classroom using either Moddle or 1 created and operational Google Classroom Designs experiential learning activities and other A 8. Other outputs implementing the PI 10 . Additional outputs: new normal due to covid 19 outputs to implement new normal **UMFO 2. HIGHER EDUCATION SERVICES OVPI UMFO 3. Higher Education Management Services** A9. Actual Faculty's FTE 3.75 PI 5: Total FTE, Handles and teaches 7 4.8 4.8 4.8 4.8 coordinated, implemented courses assigned and monitored * A10. Number of grade sheets Prepares gradesheet and 4 2 submitted within prescribed period submits on or before deadline A 11. Number of INC forms with Facilitates students in their completion of the subject and grade submitted within prescribed submits completion forms with period grade within prescribed period Attend mandated trainings A12. Number of trainings attended 3 48484848 related to instruction

Ç.,

Administers and checks 2 A13. Number of long examinations 4-8 4.8 4.8 4.8 long examination for administered and checked subjects taught A14. Number of quizzes Prepares and checks 5 10 48 48 48 48 guizzes for lec and lab administered and checked 20 Checks lab reports and term A15. Number of lab reports and 10 5.0 5.0 5.0 5.0 term papers checked and graded papers submitted as required A16. Number of students advised: Acts as academic adviserto 2 PI 8: Number of students 4.8 4.8 4.8 advised: * students A17 . Number of students advised on thesis/ field practice/special problem: As SRC Chairman Advises, and corrects 2 484.84.84.8 research outline and thesis/SP manuscript 2 As SRC Member Advises and corrects 3 research outline and 4-84-84-8 thesis/SP manuscript Entertains students 7 5 A18. Number of students entertained for consultation consulting on subject taught, thesis and grades purposes PI 9: Number of student A19 . Number of Student Advises student organizations recognized by organizations advised/ organizations advised assisted * USOO A20 . Number of Student Assists student organizations assisted on student organizations in related activities implementing student PI 10: Number of A 21: Number of on-line course Prepares and submits for review by the Technical ware developed and submitted : instructional materials Review Panel developed * 1 Prepares Instructional module/laboratory On-line ready courseware guide/workbook or a combination thereof

,	,	1	Prepares Power Point	2	4	—	Г	T		
		Supplemental learning resources	presentation, video clips, movie clips, reading	2	,	4.8	4.8	4.8	4-8	
			assignments depending on course taught Prepares assessment tools	4	2					
		Assessment tools	such as long exam, quizzes, problems sets, etc.	4	2	4.8	4.8	4.8	4.8	
		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	1						
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	48	48	4-8	4-8	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1	1	48	4-8	4.8	48	
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFC	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 *		Conducts and completes research oroject 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				_				

45	,				
		In refereed nat'l/regional journals			
	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		
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)			
		A 33. Number of journal articles/scientific paper received and	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	Prepares and submits application for UM of technology generated out of research output		
			Designs research related activities and other outputs to implement new normal		
	4. EXTENSION SERVIC				
	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	<u>A 37</u> . 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 implementation				
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *					

	A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal			
UMFO 5. SUPPORT T	O OPERATIONS				
OVPI MFO 4. Program	m and Institutional Accreditation Service	es			
PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS the core processes of the College/department 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		
NOV SAMI ZVIV	A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant		
	On program accreditations				
9	On institutional accreditations				
UMFO 6. General Adn	nin. & 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		
PI 3: Additional Output	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 Average Rating			4.7		

Evaluated & Rated by:

ROSARIO A. SALAS

Department Head
Date:

Recommending Approval
VICTOR B. ASIO

Dean,

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

Comments & Recommendations for Development purposes

submit reserve proposal about ornamentals

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: RODEN D. TROYO
Performance Rating: <u>OUTSTANDING</u>
Aims Maintain the author discounting
Aim: Maintain the outstanding rating Proposed Interventions to Improve Performance:
1 roposed merventions to improve refrontance.
Date: January 2020 Target Date: December 2020
First Step:
To actively participate in all department, college and university activities.
To write and submit scientific paper for publication in refereed journal.
To prepare reports for projects.
Maintain and improve the Ornamental Project.
Advise students (undergraduate, graduate).
Result:
Participated in all department, college and university activities.
Attended and participated in trainings/seminars/scientific forums.
Prepared quarterly and annual reports for projects.
Maintained and improved the Ornamental Project.
Advised students (undergraduate, graduate).
Date: <u>January 2021</u> Target Date: <u>December 2021</u> Next Step:
To actively participate in all department, college and university activities.
To attend and participate in trainings/seminars/scientific forums.
To prepare reports for projects.
Manage the Ornamental Project.
Advise students (undergraduate, graduate).
Outcome:
Final
Step/Recommendation:
Prepared by: ROSARIO A. SALAS Unit Head

Conforme:

RODEN D. TROYO

Name of Ratee Faculty/Staff