

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: CATHERINE C. ARRADAZA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5x50%= 2.50	
b. Students (50%)		4.33x50% = 1.73	
Total for Instruction	40%	4.23	1.69
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%	4.4	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%	5	0.75
5. Production	n/a		
TOTAL			4.74

EQUIVALENT NUMERICAL RATING: 4.69

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.69

ADJECTIVAL RATING: Outstanding

Prepared by:

CATHERINE C. ARRADAZA

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, CATHERINE C. ARRADAZA, 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 2019.

CATHERINE C. ARRADAZA, PhD

Faculty, DQH

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	Remarks
MINIMUM Pis PER MFO FOR ACADEMIC DEPARTMENT'S OPCR									
UFMO 1	ADVANCED EDUCATON SERVICES								
	OVPI MFO 1 Graduate Degree Program Management Services	Teach graduate courses; Advise & Co-advise Grad. Students							
0 = 3 1 = 4.8 ≥2 = 5.0	PI 1 Graduate deree program monitored								
1.5 - 2.0 = 4.8 > 2 = 5.0	PI 2* Total Graduate FTE monitored	Hort 300 /Hort 400/Hort306/ Hort373	1	3	5	5	5	5	
	PI 3. Percentage increase in number of graduate students enrolled								
0-25% = 3.0 26 - 90% = 4.5 >90% = 5.0	PI 4 Percentage increase in number of graduate students who graduated within prescribed period								
	OVPI MFO 2 Graduate Student Managemet Services								
0-25%= 3.0 26-50% = 4.5 >50% = 5.0	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-PhD/3-MS	3-PhD/3-MS	3-PhD/3-MS	5	5	5	5	GAC member - 2MS ; 2PhD

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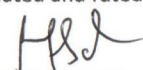
UMFO 2	HIGHER EDUCATION SERVICES	Teach undergraduate courses and advise thesis students							
	OVPI MFO 1 Curriculum Program Management Services								
	PI 1* Total Undergraduate FTE monitored	Classes handled: Hort 22 labs	10	77.00	5	5	5	5	Pls. refer to Table 1
	PI 2 Number of undergraduate curricular programs compliant to CMO approved and offered								
	PI 3 Average passing percentage in licensure examinations in mandated program								
	PI 4 Number of undergraduate graduates in mandated programs graduated within the prescribed period								
	PI 5 Percentage increase in the number undergrad students who graduated within the prescribed period								
	PI 6 Percentage increase in the number undergrad students enrolled								
	PI 7 Number of academe/industry linkage established		1	7	5	5	5	5	(Agrostudies, NWSSU, USM, PhilSci, Netherlands, DOST, PCAARRD)
	PI 8 Number of students advised	Advised undergrad	7	7	5	5	5	5	Hort Majors -5/Biotech Majors-3
	PI 9 Number of student organizations advised/assisted	VIHOS/ OJT	1	2	5	5	5	5	
	PI 10 Number of instructional materials developed	Netherlands	1	2	5	5	5	5	Hort 173ppts/Hort 306
	PI 1* Number of published papers in internationally indexed journals								
	refereed int'l journals		1	1					IJAFLS
	refereed nat'l journals								
	institutional journals								
	PI 2* Number of research outputs presented in regional/national/ international for a/conferences								
	international for a/conferences								
	national for a/conferences								
	institutional for a/conferences								
	PI 3 Number of research projects conducted and/or completed on scheduled		1	2	5	5	5	5	on-going
	PI 4 Number of research proposals submitted		1	1	5	5	5	5	PCAARRD
	PI 5 Percent of research proposals approved		1	1					PCAARRD
	PI 6 Amount of research money generated from external funding		1,471,178	1,471,178	5	5	5	5	PCAARRD
	PI 7 Amount of research money generated from institutional funding								
	PI 8 Additional outputs								
	Number of research-related awards (faculty & student/faculty)								

[illegible]

	OVPI MFO 4	Program and Institutional Accreditation Services									
	PI 1	Number of degree programs which passed accreditation/evaluation at least Level 1			3	3	5	5	5	5	
	PI 2	QMS on faculty recruitment, development									
	PI 3	Percentage of degree program compliant with CHED			3	3	5	5	5	5	
	PI 4	Additional Outputs									
		Number of activities organized/attended/assisted/participated/facilitated			1	1	5	5	5	5	VIHOS Week
UMFO 6		GENERAL ADMINISTRATION & SUPPORT SERVICES									
	PI 1	Zero complaints from clients			0	0	5	5	5	5	
	PI 2	Additional Outputs/Best Practices									
		TOTAL OVER-ALL RATING								100	
		AVERAGE RATING								5	
		ADJECTIVAL RATING									


* on per capita basis

Evaluated and rated by:


ROSARIO A. SALAS
Head, DOH

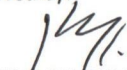
Date: _____

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction

Date: _____

Comments & Recommendations for Development purposes

Keep up the good work

Table 1. FTE Computation

Courses handled: 2nd Sem (January - June 2019)

	Cont	No. weeks/ sem	No. of students	Denominator	FTE
January 2018 - December 2018					
Hort 22 lab	3		33	20	4.95
Hort 22 lab	3		32	20	4.80
Hort 306 lec	3		5	12	1.25
Hort 306 lab	3		5	12	1.25
Hort 373 lec	3		1	12	0.25
Hort 373 lab	3		1	12	0.25
Hort 200 (adviser)	1.5		7	20	0.53
Hort 200 (SRC-member)	1.5		10	12	1.25
Hort 300 (adviser)	1.5		6	12	0.75
Hort 300 (SRC-Memember)	1.5		2	12	0.25
Hort 400 (adviser)	1.5		3	12	0.38
Hort 400 (SRC-Memember)	1.5		2	12	0.25
Sub-Total			77	168	4.95
Grand Total					4.95

Undergrad Advisees

- 1. Adrian Efraim V. Cunanan- BSA
- 2. Wilo Alkuino -BSA
- 3. Rosemarie Corpin - BSA
- 4. Marites Custudio - BSA
- 5.Harold Mariquit-BSA
- 6. Florina Pacaldo -BSBiotech
- 7. Rachel Villaber-BSBiotech

99.5

100

Graduate Students

100

Adviser : MS

299.5

- 1. Leo Caindoy
- 2. Jannu Geuseppe Clemena
- 3. Jessa Hanamichi Caralde

5

5

4.5

GAC member: MS

4.8

- 1. Joy Codog
- 2. Aileen Tomoc

Adviser : PhD

- 1. Ramonita C. Verano
- 2. Whilma Tuyan
- 3. Ivy Valida

GAC member: PhD

- 1. Richielda Sumalinog
- 2. Jasper Abasalo

EMPLOYEE DEVELOPMENT PLANName of Employee: CATHERINE C. ARRADAZAPerformance Rating: OUTSTANDINGAim: Maintain the outstanding rating

Proposed Interventions to Improve Performance: _____


Date: January 2019 **Target Date:** December 2019**First Step:**To supervise and monitor all ViHOS organization activities.To actively participate in all department, college and university activities.To write and submit scientific paper for publication in refereed journal.To attend and participate in trainings/seminars/scientific forums.To prepare reports for projects.Maintain and improve the Plant Tissue Culture laboratory.Advise students (highschool, undergraduate, graduate).**Result:**Supervised and monitored all ViHOS organization activities.Participated in all department, college and university activities.Has written and submitted scientific papers for publication.Attended and participated in trainings/seminars/scientific forums.Prepared quarterly and annual reports for projects.Maintained and improved the Plant Tissue Culture laboratory.Advised students (highschool, undergraduate, graduate).**Date:** January 2020**Target Date:** December 2020**Next Step:**To supervise and monitor all ViHOS organization activitiesTo actively participate in all department, college and university activities.To submit and publish scientific paper in refereed journal.To attend and participate in trainings/seminars/scientific forums.To prepare reports for projects.Manage the Plant Tissue Culture laboratory.Advise students (highschool, undergraduate, graduate).

Outcome: _____

Final

Step/Recommendation: _____

Prepared by:


ROSARIO A. SALAS
 Unit Head

Conforme:

CATHERINE C. ARRADAZA

Name of Ratee Faculty/Staff