

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%)		2.20	
b. Students (50%)		2.28	
Total for Instruction	40%	4.48	1.79
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		-	
Total for Research	30%	3.8	1.14
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		-	
Total for Extension	20%	4	0.8
4. Administration	10%	3	0.3
5. Production	NA		
TOTAL			4.03

EQUIVALENT NUMERICAL RATING: 4.03

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.03ADJECTIVAL 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 for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, DARIO P. LINA, a faculty member of the DEPARTMENT OF HORTICULTURE commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December 2022.

DARIO P. LINA
Assoc. Professor V
Date: 12/19/23

Approved: 
ROSARIO A. SALAS
Department Head
Date: 01/03/23


VICTOR B. ASIO
College Dean
Date: 1/5/23

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
							Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES											
OVPI MFO 2. Graduate Student Management											
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE			4.5	4.5	4	4	4	4.00	
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students	2	3	5	5	5	5.00	
		A3. Number of students advised on thesis/special problem/dissertation			2	5	5	5	5	5.00	
		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	1		3	3	3	3.00	
		<u>A4</u> . Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty	2	3	5	5	5	5.00	
	PI 9: Number of instructional materials developed *	<u>A5</u> . Number of on-line ready coursewares developed and submitted for review		Converts the existing instructional materials into flexible learning systems	1		3	3	3	3.00	
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2		3	3	3	3.00	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3		2	2	2	2.00	
		A 6 : 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							

		<i>A 7 : Number of virtual classroom created and operational</i>		<i>Creates virtual classroom using either Moodle or Google Classroom</i>	2		3	3	3	3.00	
	<i>PI 10 . Additional outputs:</i>	<i>A 8. Other outputs implementing the new normal due to covid 19</i>		<i>Designs experiential learning activities and other outputs to implement new normal</i>							
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management											
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE			4.5	4.5	4	4	4	4.00	
		A10. <i>Number of grade sheets submitted within prescribed period</i>	Preparation	Prepares gradesheet and submits on or before deadline	1	4	5	5	5	5.00	
		A11. <i>Number of INC forms with grade submitted within prescribed period</i>		Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1	4	5	5	5	5.00	
		A12. <i>Number of trainings attended related to instruction</i>	Trainings attended	Attend mandated trainings							
		A13. <i>Number of long examinations administered and checked</i>	exam prep	Administers and checks long examination for subjects taught	2	4	5	5	5	5.00	

		A14. <i>Number of quizzes administered and checked</i>		Prepares and checks quizzes for lec and lab							
		A15. <i>Number of lab reports and term papers checked and graded</i>		Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16. Number of students advised:		<i>Acts as academic adviser to students</i>	6	14	5	5	5	5.00	
		A17. <i>Number of students advised on thesis/ field practice/special problem:</i>			5	14	5	5	5	5.00	
		As SRC Chairman	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript	1	8	5	5	5	5.00	
		As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	1	8	5	5	5	5.00	
		A18. <i>Number of students entertained for consultation purposes</i>		Entertains students consulting on subject taught, thesis and grades	3	8	5	5	5	5.00	
	PI 9: Number of student organizations advised/ assisted *	A19. <i>Number of Student organizations advised</i>		<i>Advises student organizations recognized by USOO</i>							

		<u>A20</u> . Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities							
	<u>PI 10</u> : Number of instructional materials developed *	<u>A 21</u> : Number of on- line course ware developed and submitted :		Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	5	5	5	5.00	
		Supplemental learning resour		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	3	5	5	5	5.00	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1		3	3	3	3.00	
		<u>A 23</u> : 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							

		A 24 : Number of virtual classroom created and operational		Creates virtual classroom using either Moodle or Google Classroom	1	3	5	5	5	5.00	
	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							
		Agency/firm/industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal							
UMFO 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	1		3	3	3	3.00	
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *		Conducts and completes research project within the year	1		3	3	3	3.00	

	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	1	1	4	4	4	4.00	
		<i>In refereed int'l journals</i>			1	1	4	4	4	4.00	
		<i>In refereed nat'l/regional journals</i>									
	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 scientific for a/conferences							
		<i>In int'l fora/conferences</i>									
		<i>In nat'l/regional fora/conferences</i>									
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved		Prepares research proposals, submits and follows up its approval for immediate implementation	1	3	5	5	5	5.00	

	<p>PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities</p>	<p>A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained</p>		<p>Identifies and links with probable partners for extension activities and maintains this active partnership</p>							
	<p>PI 2. Number of trainees weighted by the length of training</p>	<p>A 37. Number of trainees weighted by the length of training</p>		<p>Conducts trainings among beneficiaries of technologies for transfer</p>							
	<p>PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs</p>	<p>A 38. Number of extension programs/projects implemented</p>		<p>Implementes duly approved extension projects</p>							

	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 (extrn. 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 TO OPERATIONS											
OVPI MFO 4. Program and Institutional Accreditation Services											
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university 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							

[illegible]

	Adjectival Rating							Outstanding
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Evaluated & Rated by:

RAS
ROSARIO A. SALAS

Department Head

Date: *01/03/22*

Recommending Approval

VBA
VICTOR B. ASIO

Dean,

Date:

1/5/22

Approved by:

BSB
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

Comments & Recommendations for Development purposes

*should submit research
 article for publication*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DARIO P. LINAPerformance Rating: OUTSTANDINGAim: Achieve good performance in instruction, research and production

Proposed Interventions to Improve Performance:

Date: July, 2022Target Date: December 2022

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

Both in undergrad and graduate coursesAcquire and improve instructional equipment and facilities for effective learningMake proposals for research and extension relevant to R & D road map forPriority commodity in the region or the countryRelate the relevance of these studies in the graduate and undergraduate courses being taught. Conduct research studies effectively.Date: January 2023Target Date: June 2023


Next Step:

Make research proposals and submit to funding agencies, then conduct the researchTo regional or national reviews and planning workshops for R & D projects onCommercial cropsRespond positively to invitations for RP's in technical trainings and seminars forFarmers and professional groupsVisit well established farms, investigate the good practices therein and identify areasfor interventionsWrite research results for publication in technical journals

Outcome: _____

Final Step/Recommendation: _____

Prepared by:


ROSARIO A. SALAS
 Unit Head

Conformed:


DARIO P. LINA

Name of Ratee Faculty/Staff