

Exhibit K


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: ROSARIO A. SALAS


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.0x50%=2.5	2.5
b. Students (50%)		4.5x50%=2.25	2.25
Total for Instruction	40%	4.75	1.90
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
Total for Extension	10 %	5	.5
4. Administration	10%	5	.5
5. Production	10%	5	.5
TOTAL			4.9


EQUIVALENT NUMERICAL RATING: 4.90
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.90

ADJECTIVAL RATING: Outstanding

Prepared by:

ROSARIO A. SALAS
Name of Faculty

Reviewed by:

ROSARIO A. SALAS
Department Head

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

STATEMENT OF FINANCIAL POSITION OF THE UNIVERSITY OF ALABAMA

As of June 30, 1964

Assets	Liabilities	Net Assets
1. Cash and equivalents	1. Accounts payable	
2. Investments	2. Notes payable	
3. Receivables	3. Other liabilities	
4. Prepaid expenses	4. Deferred contributions	
5. Other assets	5. Other liabilities	
	6. Total liabilities	
6. Total assets		
7. Total net assets		

422,100

422,100

EQUITY FUNDS

422,100

422,100

422,100

422,100

422,100

422,100

422,100

422,100

422,100

422,100

422,100

Visayas State University
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ROSARIO A. SALAS, Associate Professor V, 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.

ROSARIO A. SALAS

Ratee

Date: _____

VICTOR B. ASIO
Head,DOH

Date: _____

MFOs and Performance indicators	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
MINIMUM PIs PER MFO FOR ACADEMIC DEPARTMENT'S OPCR									
UFMO 1	ADVANCED EDUCATION SERVICES								
	OVPI MFO 1 Graduate Degree Program Management Services								
	PI 1 Graduate degree program monitored		2	2	5	5	5	5	
	PI 2* Total Graduate FTE monitored	Hort 299	0.5	0.66	5	5	5	5	
	PI 3. Percentage increase in number of graduate students enrolled								
	PI 4 Percentage increase in number of graduate students who								
	OVPI MFO 2 Graduate Student Management Services								
		Gapasin, JP, Barcenas, G, Gaurana, N., Vigo, J, Tapayan, C. and Verano, R.	3	6	5	5	5	5	
	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	Gapasin, JP, Barcenas, G, Gaurana, N., Vigo, J, Tapayan, C., Verano, R. and Caralde, J.	3	7	5	5	5	5	
UMFO 2	HIGHER EDUCATION SERVICES								
	OVPI MFO 1 Curriculum Program Management Services								

[illegible]

		<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>	PSSN ICONsie	2	6	5	5	5	5	Papers presented PSSN/ICONsie 2018	
		<i>national for a/conferences</i>									
		<i>institutional for a/conferences</i>									
	PI 3	Number of research projects conducted and/or complited on scheduled									
	PI 4	Number of research proposals submitted		1	1	5	5	5	5		
	PI 5	Percent of research proposals approved									
	PI 6	Amount of research money generated from external funding	ACIAR-Soils	0.15M	0.15M	5	5	5	5		
	PI 7	Amount of research money generated from institutional funding		0.27M	0.27M	5	5	5	5		
	PI 8	Additional outputs									
		<i>Number of research-related awards (faculty & student/faculty)</i>		1	1	5	5	5	5		
UMFO 4	EXTENSION SERVICES										
	PI 1	Number of person-days trained weighted by length of training		40	63	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	Best practices guides	1	1	5	5	5	5		
	PI 4	Number of beneficiaries served									
		<i>Groups</i>									
		<i>Individuals</i>									
	PI 5	Number of technical/expert services									
		<i>Research Mentoring</i>		2	2	5	5	5	5		
		<i>Peer reviewers/Panelist</i>									
		<i>Resource Persons</i>		2	4	5	5	5	5	3 ATI trainings and 1 DOH	

	Convenor/Organizer									
	Consultancy									
	Evaluator									
		Horticulture for Environment and Livelihood promotion (HELP) and BIDANI Modalities	2	2	5	5	5	5		
	PI 6	Number of extension projects conducted								
	PI 7	Number of extension proposals submitted								
	PI 8	Percent of extension proposals approved								
	PI 9	Amount of extension money generated from external funding	ATI	0.05M	0.05M	5	5	5	5	
	PI 10	Amount of extension money generated from institutional funding	HELP	0.075M	0.075M	5	5	5	5	
	PI 11	Additional outputs								
	Number of extension-related awards (extension conducted by faculty and faculty & student)									
UMFO 5	SUPPORTING TO ORGANIZATIONS									
	OVPI MFO 1	Faculty Development Services								
	PI 1	Number of faculty pursuing advanced research degree programs								

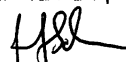
	(PhD) facilitated, monitored & assisted								
OVPI MFO 2	Faculty Recruiting/Hiring Services								
	PI 1 Number of faculty recruited/hired aligned with ISO standard								
OVPI MFO 3	Faculty Evaluations Services								
	PI 1 Number of seminars/trainings/conventions/workshops coordinated for entire university								
	PI 2 Number os 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								
	PI 4 Number of in-house seminars/trainings/workshops/reviews conducted attended								
	PI 5 Additional outputs								
	<i>Number of faculty/staff awards/honors received related to operations support</i>								
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								
	<i>Number of activities organized/attended/assisted/participated/facilitated</i>	Chairman AACUP Survey for PhD in Horticulture – Area 1 and Area 10 and over all incharge	1	1					
UMFO 6	GENERAL ADMINISTRATION & SUPPORT SERVICES								
	PI 1 Zero complaints from clients		0	0					
	PI 2 Additional Outputs/Best Practices								
	TOTAL OVER-ALL RATING								
	AVERAGE RATING								
	ADJECTIVAL RATING								

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		5
ADJECTIVAL RATINGS		0

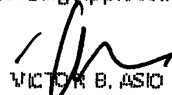
Comments & Recommendations
for Development Purpose:

Keep it Up


Evaluated and Rated by


ROSARIO A. SALAS
Head, DOH
Date: _____

Recommending Approval:


VICTOR B. ASIO
Dean, CAPS
Date: _____

Approved:


BEATRIZ S. BELCONIAS
Vice President Instruction
Date: _____

1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROSARIO A. SALAS
Performance Rating: OUSTANDING

Aim: Maintain the Outstanding rating
Proposed Interventions to Improve Performance:
Date: January , 2018 Target Date: December 2018

First 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 agriculture
To continue establish strong linkage with LGU and ATI-8 on extension related activities

Result: Submitted scientific paper in PSSN Journal and Science and Humanities Journal

Submitted research proposal to PCAARRD
Attended scientific conference in PSSN/ICoNSIE 2018 and AFSA 2018 Siem Reap Cambodia
Established strong linkage with LGU and ATI on external related activities

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 agriculture
To continue establish strong linkage with LGU and ATI-8 on extension related activities
To maintain and improve the manage demonstration/learning site

Outcome:

Final Step/Recommendation:


Prepared by:


VICTOR B. ASIO
Dean, CAFS

Conformed: 
ROSARIO A. SALAS
Head, DOH

UNIVERSITY OF CALIFORNIA

First Step: To publish scientific paper in refereed journal	Date: January 2018 Target Date: December 2018
To write and submit research proposal to funding agencies	From: Margaret the Outstanding
To attend training/seminars/conferences related to agriculture	Performance Rating: EXCEEDING
To continue establish strong linkage with ICG and AIT-2 on extension related activities	Name of Employee: ROSARIO A. SALAS
Established strong linkage with ICG and AIT on extension related activities	
Responsible: Rosalinda	
Submitted research proposal to ICG/AAARD	
Submitted scientific conference to ICG/AAARD 2018 and AIT-2 2018	
Submitted scientific paper in refereed journal	
To publish scientific paper in refereed journal	Date: January 2019 Target Date: December 2019
To write and submit research proposal to funding agencies	
To attend training/seminars/conferences related to agriculture	
To continue establish strong linkage with ICG and AIT-2 on extension related activities	
To maintain and improve the linkage between extension and	
Outcome:	


VICTOR E. ARCO
Dean CAIS

Prepared by:

Confirmed:
ROSARIO A. SALAS
Dean DOH