Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ROSARIO A. SALAS

7 923

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		5.0x50%-2.5	2.5
b. Students (50%)		4.5x50%=2.25	2.125
Total for Instruction	\$ 0%	4.75	1.90
2. Research		•	-r
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.	ه ک
4. Administration	10%	5	ځ
5. Production	10%	5	دنسگره
TOTAL			4.9

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

ADJECTIVAL RATING:

Name of Faculty

Prepared |

Reviewed by:

Department Head

Recommending Approval:

VICTOR B. ASIO Dean/Director

Approved:

Vice President

SUMMER OF STREETING AND AND ADDRESS OF TRACETLY VIRGINIS WHEEL MEETING ELECTRONS

Name of Equity Alexhed 2004AEC A. S. S. L. S.

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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 Janua	erv to June 2018.
ROSARIO A. SALAS	11/1/
Ratee	VICTOR B. ASIO
Date:	Head,DOH
	Date:

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MFOs and Performance indicators			Success Indicator (SI)	Task Assigned	Target	Actual Accom- plishme	Quality	Efficiency	Timeliness	Average	Remark
		MINIMU	M Pis PER MFO FOR ACADEMIC DEPARTMENT'S OPCR								
UFMO 1	ADVANCED ED	UCATON SE	RVICES						†		
	OVPI MFO 1	Graduate	Degree Program Management Services								
		PI 1	Graduate deree program monitored		2	2	5	5	5	5	
		PI 2*	Total Graduate FTE monitored	Hort 299	0.5	0.66	7	5	5	1	
			PI 3. Percentage increase in number of graduate students enrolle	d					1		
		PI 4	Percentage increase in number of graduate students who								
	OVPI MFO 2	Graduate	Student Managemet Services								
				Gapasin, JP,Barcenas, G, Gaurana, N., Vigo,J, Tapayan,C. and Verano, R.	3	6	5	2	5	5	
		PI 1	Number of graduate students awarded with scholarships/								
	l		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								
		Pl 4	Number of graduate students advised	Gapasin, JP,Barcenas, G, Gaurana, N., Vigo,J, Tapayan,C., Verano, R. and Caralde, J.	3	7	3	5	5	5	
UMFO 2	HIGHER EDUC	ATION SERV	ICES								
	OVPI MFO 1	Curriculun	n Program Management Services								

	Pl 1*	Total Undergraduate FTE monitored	Hort 22Lec, Hort 22Lab; Hor 199C, Hort 195, Skills	10	38.35	\$	5	5	5	Hort 22Lec(85), Hort 22Lab(40); Hor 199C(57),
	PI 2	Number of undergraduate curricular programs compliant to CMO	BSA	1.00	1	3	15	15	5	
		approved and offered						1	1	
	PI 3	Averaged passing percentage in licensure examinations in			, ·		1			
		mandated program						1	1	
	PI 4 graduated within the pre	Number of undergraduate graduates in mandated programs scribed period	Cagara C., Reas,J., Omillon, Q., Reubal, A., Advincula, M.,Monter, S., Sencilla, R., Anrade, A., Binongo, D. and Tenio, G.	4	10	ţ	5	5	5	
	PI 5	Percentag increase in the number undergrad students who						1		
		graduated withinn the prescribed period						1		
	PI 6	Percentage increase in the number undergrad students enrolled						1		
	PI 7	Number of academe/industry linkage established								
	PI 8	Number of students advised	Cagara C., Reas,J., Omillon, Q., Reubal, A., Advincula, M.,Monter, S., Sencilla, R., Anrade, A., Binongo, D. and Tenio, G.	10	17	5	5	5	5	
	PI 9	Number of student organizations advised/assisted								
	PI 10	Number of instructional materials developed								
UMFO 3	RESEARCH SERVICES						1			
	PI 1*	Number of published papers in internationally indexed journals							1	
		refereed int'l journals			1					
					L		†	1	 	<u> </u>

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refereed nat'l journals institutional journals PI 2* Number of research outputs presented in regional/national/ International for a/conferences International for a/conferences PSSN ICONsie 2 6 5 5 5 5 International for a/conferences PSSN ICONsie 2 6 5 5 5 5 International for a/conferences PSSN ICONsie 2 6 5 5 5 5 International for a/conferences PSSN ICONsie 2 6 5 5 5 5 International for a/conferences PSSN ICONsie 2 6 5 5 5 5 5 International for a/conferences PSSN ICONsie 2 6 5 5 5 5 5 International for a/conferences PSSN ICONsie 2 6 5 5 5 5 5 5 International for a/conferences PSSN ICONsie 2 6 5 5 5 5 5 5 International for a/conferences PSSN ICONsie 2 6 5 5 5 5 5 5 5 International for a/conferences PSSN ICONsie 2 6 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	
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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 PI 7 Amount of research money generated from institutional funding 0.27M 0.27M 0.27M 5 5 5 PI 8 Additional outputs Number of research-related awards (faculty & student/faculty) 1 1 1 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 benificiaries served 6 Groups	
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 PI 7 Amount of research money generated from institutional funding 0.27M 0.27M 5 5 5 PI 8 Additional outputs Number of research-related awards (faculty & student/faculty) 1 1 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 benificiaries served 6 Groups	
PI 7 Amount of research money generated from institutional funding PI 8 Additional outputs Number of research-related awards (faculty & student/faculty) UMFO 4 EXTENSION SERVICES PI 1 Number of person-days trained weighted by length of training PI 2 Number of trainings conducted PI 3 Number of IEC materials/technoguides developed/used PI 4 Number of benificiaries served Groups	
PI 7 Amount of research money generated from institutional funding PI 8 Additional outputs Number of research-related awards (faculty & student/faculty) UMFO 4 EXTENSION SERVICES PI 1 Number of person-days trained weighted by length of training PI 2 Number of trainings conducted PI 3 Number of IEC materials/technoguides developed/used PI 4 Number of benificiaries served Groups O.27M 0.27M 5 5 5 5 5 5 5 5 5 5 5 5 5 5 6 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	
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PI 2 Number of trainings conducted PI 3 Number of IEC materials/technoguides developed/used PI 4 Number of benificiaries served Groups Number of benificiaries served	***************************************
PI 2 Number of trainings conducted 1 2 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	
PI 3 Number of IEC materials/technoguides developed/used Best practices guides 1 1 5 5 5 PI 4 Number of benificiaries served Groups	
PI 4 Number of benificiaries served Groups	
Individuals.	
Individuals	
PI 5 Number of technical/expert services	
Research Mentoring 2 2 5 5 5	
Peer reviewers/Panelist	
Resource Persons 2 4 5 5 5 3 ATI train	ings and 1 DOH

	·					·					
			Convenor/Organizer								
			Consultancy			1					
			Evaluator								
				Horticulture for							
				Environment and						l	
				Livelihood promotion	2	2	<u> </u>	_	_		1
				(HELP) and BIDANI	-	-	ی	5	>	>	1
		PI 6	Number of extension projects conducted	Modalities				ł		ļ	
		PI 7	Number of extension proposals submitted					<u> </u>			
		PI 8	Percent of extension proposals approved						1		
		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	~	3	
		PI 11	Additional outputs					T -	1	<u> </u>	
			Number of extension-related awards (extension conducted by								
			faculty and faculty & student					 	1	 	
UMFO 5	SUPPORTING TO	ORGANIZA	TIONS		1				†	 	
	OVPI MFO 1	Faculty Dev	elopment Services					†	1	 	
		Pl 1	Number of faculty pursuing advanced research degree programs			†		 	†	 	

				.,	·		 	
		(PhD) facilitated, monitored & assisted						
	OVPI MFO 2	Faculty Recruiting/Hiring Services		<u> </u>			 	
		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						
		Number of faculty/staff awards/honors received related to opera	tions					
		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						
			Chairman AACUP Survey					
			for PhD in Horticulture —	1	1	1	1	
			Area 1 and Area 10 and	1 -	1		1	
		Number of activities organized/attended/assisted/participated/facilitated	over all incharge					
UMFO 6	GENERAL ADN	MINISTRATION & SUPPORT SERVICES						
		PI 1 Zero complaints from clients		0	0			
		PI 2 Additional Outputs/Best Practices						
		TOTAL OVER-ALL RATING						
		AVERAGE RATING						
		ADJECTIVAL RATING						

^{*} on per capita basis

Average Rating (Total Over-all rating divided by 4)	
Additional Points:	
Punctuality	
Approved Additional points (with copyofapproval)	
FINAL RATING	5
ADJECTIVAL RATINS	٥

4 - Average

1 - Efficience

3 - Timeliness

: - Cluality

Comments & Recommendations for Development Purpose:

Kep it Up

Evaluated and Rated by	Recommending Approval:	Approved:
1181	//i.	11/11.
ROSARIO A. SALAS	VICTOR B. ASIO	BEATRIZ S. BELOWIAS
Head, DOH	Dearn, CAFS 🗼	Vice President Instruction
Date:	Ca1e: <u>O</u>	Cate:

EMPLOYEE DEVELOPMENT PLAN

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

Aim: Maintain the Oustanding 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:

Dean, CAFS

Comornio Jule

ROSARIO A. SALAS Head, DOH

MARCHER DEVELOPMENT PLAN

Name of Engloyee: ROSERIO A.SALAS Performance Rather (<u>IUSEANDINO</u>

Arm Majagani the Outlending mine.
Proposed into Vention: 40 hapfave Paraimence.
Deed January 2042 hardet Date: Diecember 2018.

hirst step Its publish scientific per er in retered patrial. i o write and stömit c. .carch proposal to funding egencies To attend the orders some second complete and the survey survey at the standard of roiznetka no S-II A bas Utali ditwa agadad yaone delidski sunamoo ol religion activities Result: Submitted sciencific process in 1882/1 June land Science and Humanities Journal Suffer (ned research proposal to PCAAPRI) Agendae scientife occurred to PSSIVICOVSIE 2018 and ALSA 2018 them Keap Cambodia Extrahished strong Indians with LOU and AoU on execust related activities Date: Japane 2019 Lucasi Deta: Disculber 2019 Novi-Side: To publish scientific paper in referred journal Fo write and submit research proposed to juddie; agencies To attend training seminates intific confeeds related to agriculture To continue establish energy lintage with LDL and ATL-S on extension entivities botalor To maintain and improve the marage demonstration/freaming site Outcomes

์ repared by:

Dean CM

Conferme

HOLVEDA SALAS