

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Victor B. Asio (Professor VI)
Period: July to December, 2019

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. VP for Instruction (50%)	12.5%	5.00 x 0.125	0.625
b. Students (50%)	12.5%	5.00 x 0.125	0.625
Total for Instruction	25%		1.250
2. Research			
a. Client/Dir. for Research (50%)	12.5%	5.00 x 0.125	0.625
b. Dept. Head/Dean (50%)	12.5%	5.00 x 0.125	0.625
Total for Research	25%		1.250
3. Extension			
a. Client/Dir. for Extension (50%)	10%	5.00	0.500
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	40%	4.975	1.990
5. Production			
TOTAL			4.990

EQUIVALENT NUMERICAL RATING: 4.990

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.990

ADJECTIVAL RATING: OUTSTANDING

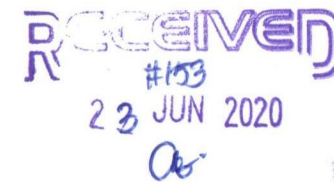
Prepared by:


VICTOR B. ASIO
Name of Faculty & Dean, CAFS

Approved:


BEATRIZ S. BELONIAS
VP for Instruction


Visayas State University
College of Agriculture and Food Science
DEPARTEMENT OF SOIL SCIENCE
Visca, Baybay City, Leyte



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, VICTOR B. ASIO, Professor VI of the Department of Soil Science, and Dean of the College of Agriculture commits to deliver and agree to be rated on the attainment of the following target in accordance with the indicated measures for the period July to December 2019. (Accomplishments)


VICTOR B. ASIO, Ph.D.
Ratee

Approved: 
BEATRIZ S. BELONIAS, Ph.D.
VP for Instruction
Date:

MFO No.	MFO Descrip-tion	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Details of Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 1: Advanced Higher Education Services										
Graduate Degree Program Management Services										
		PI 1. Number of FTE	Total FTE ; SS 212 (Lec&Lab-7); SS 299 (4students)	1.33	4.17	5.0	5.0	5.0	5.0	
		PI 2. Number of graduate students enrolled (advisees)	Monitored graduate students under my advisorship	4	7	5.0	5.0	5.0	5.0	Galvez, Gamale, Modina,Belmores Mahipos, Requitillo, Balana
		PI.3 Percentage increase in number of graduate students who graduated within prescribed period	Recommended graduate students for graduation	1	1	5.0	5.0	5.0	5.0	Cagasan

Graduate Student Management Services										
		PI1. Number of Graduate thesis outline approved	Read and approved thesis outline	1	3	5	5	5	5.0	Mahipos, Christian, Galvez
		PI2. Number of Graduate manuscripts approved	Read, provide suggestions for improvement and approved graduate manuscript	1	1	5	5	5	5.0	Cagasan
		PI3: Number of graduate students awarded with scholarship/ assistantship (Advisees and GAC)	Monitored graduate students awarded with scholarship	1	1	5	5	5	5.0	Cagasan
		PI4: Percentage of graduate students awarded with scholarship/assistantship who graduated within prescribed period	Monitored and recommended graduate students awarded with scholarship for graduation	50%	100%	5	5	5	5.0	Cagasan
		PI5. Number of graduate students gainfully employed in jobs related to their graduate program	Disseminated information on job availability to the young graduates and some were recommended to jobs related to their trainings	1	1	5	5	5	5.0	Cagasan
MFO 2 Higher Education Services										
Under Graduate Degree Program Management Services										
		PI 1. Number of FTE	Total FTE ; SS 197 Lec & Lab; SS 111 Lec	1.67	2.6	5	5	5	5.0	
		PI 2. Number of degree programs compliant to CMO supervised and monitored	Supervised and monitored BSA, BSDevCom, BSFT, BSDE programs compliant to CMO	1	3	5	5	5	5.0	

		PI.3 Percentage increase in number of students who graduated within prescribed period	Recommended undergraduate students for graduation	4	6	5	5	5	5.0	CAFS Students
Undergraduate Student Management Services										
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser, SRC member	2	3	5	5	5	5.0	Loronio, Serafin, Abano
		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and SRC Member	0	0	0	0	0	0.0	0
		Student advising and consultation services								
		PI 3. Number of academic advisees	Advise students on what subjects to take and approves COR	8	15	5	5	5	5.0	1st yr to 4th yr
		PI 4. Number of student-related activities assisted	Approve and monitor student activities as adviser and Dean	5	10	5	5	5	5.0	CAFS SSC activities, & overtime work during the conduct of
		PI 5. Number of instructional materials developed/revised								
		<i>Revised Lab. Manual (SS 112 and SS 111)</i>	Review the revised lab manual Professor, Dean and contributor	1	3	5	5	5	5.0	SS 112 & Envi 111
		PI 6. Additional outputs								
MFO3. Faculty Evaluation Services		PI 1. Teaching Performance	All subjects handles	VS	Outstanding	5	5	5	5.0	All subjects
MFO 4 Research Services										

		PI 1. Number of published papers in internationally indexed journals								
		<i>In refereed int'l journals</i>		2	3	5	5	5	5.0	
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
		<i>In nat'l fora/conferences/Seminars</i>	Humboldt Conference/Meeting, Pinoy Tannin International Meeting at UPLB, ISAASS, Malaysia, VICARP	0	4	5	5	5	5.0	
		PI 3. Number of research projects conducted and/or completed on schedule	Tannin, Limestone, Yolanda, Food for the Hungry	1	4	5	5	5	5.0	
		PI 4. Number of research proposals prepared	Proposal Submitted DOST, FH	0	2	5	5	4.9	5.0	
		PI 5. Amount of research money generated from external funding (Thousand PHP)	Tannin, Food for the Hungry	0	450-Tannin 300H- Food for the Hungry 10M DOST Prog 10.750M Php	5	5	5	5.0	
		PI 6. Amount of research money generated from institutional funding (Thousand PHP)	VSU	0	200K Limestone 200K Yolanda	5	5	5	5.0	
		PI 7. Additional outputs								
		No. of research-related awards (research conducted by faculty or student w/ faculty)	Publication award	1	2	5	5	5	5.0	Senior author and Co-author
		PI 9. Number of articles reviewed and edited	Editor-in- Chief of ATR	12	25	5	5	5	5.0	As editor of ATR
		PI 10. Number of linkages forged							0.0	
		International	Erasmus Mundus Program;Australian Center of International Agricultural Research; SWISS Foundation	1	3	5	5	5	5.0	
		National	Department of Science and Technology	0	1	5	5	5	5.0	
		Regional/Institutional/Local	VSU	0	1	5	5	5	5.0	

MFO 5 Extension

		PI 1.Number of scientific events serveds as technical expert	RDE Panelist; reviewer (Catena -3x)' Humboldt Conference (Plenary)	2	5	5	5	5	5.0	
		PI 2.1.RDE Reviewer/Panelist	RDE Inhouse review	2	3	5	5	5	5.0	
		PI 2.2. Resource Person	Scientific Writing Workshop	2	4	5	5	5	5.0	
		PI 2.3. Editor in International Journal	International Journal of Ecology and Development and International Soil Conservation Journal, ATR	1	3	5	5	5	5.0	
MFO 6 Support to Operations										
	<i>Faculty Development Services</i>									
		PI 1. Number of faculty pursuing advanced research degree programs (PhD.) facilitated, monitored & assisted under the College	Recommended Faculty of different departments under the college in pursuing graduate studies	4	9	5	5	5	5.0	DSS, DA, DAS, DOH, DPM, DFST, DPBG, DDC, DCDE
MFO 7 General Admin and Support Services										
		PI 1. Number of departments and/or service units supervised and monitored	DSS, DA, DAS, DOH, DPM, DFST, DPBG, DDC, DCDE, ATR, CAFS, DOST	8	13	5	5	5	5.0	
		PI 2. Number of documents attended and served	DTR, CSR, PRs, Job requests, letter requests, IPCR,OPCR,PPMP, Faculty workload	20	65	5	5	5	5.0	
		PI 3. Number of CAFS-EXECOM meetings conducted	Meeting with department heads	3	7	5	5	5	5.0	
		PI 4. Number of EXECOM meetings attended	Regular and emergency meeting	2	4	5	5	5	5.0	
		PI 5. Number of College/University meetings attended	UADCO,Accreditation, QAC, meeting at OP	2	16	5	5	5	5.0	
		PI 6. Number of committee membership	UADCO, UAC, APB, AACCUP-University, PBB, Strat Paln	2	6	5	5	5	5.0	
		PI 7. Number of office and laboratory equipment requested and acquired through the project	laboratory materials and etc	3	4	5	5	5	5.0	

		PI 8. Editor in Chief of Univ. Journal	Reviewed and edited articles; facilitated in assigning reviewers, printing and reproduction of journal	10	30	5	5	5	5.0	ATR articles
		PI 9. Coordinator of scholarship programs	EXPERTS and AREAS of Erasmus Mundus) and DOST ASTHRDP scholarship; Monitoring of scholars; coordinate with EU partners; prepared and submitted proposal	1	3	5	5	5	5.0	DOST, AREAS & EXPERTS
		PI 10. Number of scholars monitored under DOST and Erasmus Mundus	Monitor scholars in terms of their academic performance and thesis	15	80	5	5	5	5.0	
		PI 11. Zero percent complaint from clients served	None	0% complaint	no complaint	5	5	5	5.0	
Total Over-all Rating						215.000				
Average Rating						5.000				
Adjectival Rating						Outstanding				

Comments & Recommendations for Development Purpose:

Good job as dean. But needs to work further to improve the performance of graduates in the LEA.

Approved:

[Signature]
BEATRIZ S. BELONIAS, Ph.D.

VP for Instruction

Date: _____

1 – quality

2 – Efficiency

3 – Timeliness

4 – Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: VICTOR ASIO
Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: June 2019 Target Date: December 2019

First Step:

- Attend and participate in national and international scientific forum
- Maintain research collaboration of VSU with Australian Government for Australian funded research (ACIAR- Soils Project)
- Review manuscripts as Editor of Annals of Tropical Research journal
- Manage and coordinate Erasmus mundus and DOST scholarships
- Spearhead in the proper implementation of different curricular programs of the College
- Maintain the quality of each program of the college by subjecting to accreditation

Results:

- Has reviewed and edited manuscript for Annals of Tropical Research
- Has maintained the collaboration of VSU with Australian Government for ACIAR Soils Project
- Has managed and coordinated the Erasmus mundus and DOST scholarships
- Spearheaded in the proper implementation and maintained the excellent quality of the different curricular programs of the college

Date: June 2019 Target Date: December 2019

Next Step:


- Invite and encourage more international collaborators to enhance tie-ups between potential and existing partner.

Outcome: Enhance tie-ups between potential and existing partners for possible project implementation.


Final Step/Recommendation:

If proposal is approved and budget is ready, then implementation will follow.

Prepared by:


BEATRIZ S. BELONIAS
Vice-President for Academic Affairs

Conforme:


VICTOR ASIO
Dean, CAFS