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	1000		
a. Head/Dean (50%)		2.34	
b. Students (50%)		2.5	
Total for Instruction	40%	4.84	1.93
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		· •	
Total for Research	30%	4.33	1.29
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)	4	-	
Total for Extension	20%	5	1
4. Administration	10%	5	0.5
5. Production	-		-
TOTAL			4.72

EQUIVALENT NUMERICAL RATING:

4.72

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

4.72

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

ROSARIO A. SALAS

Name of Faculty

VICTOR B. ASIO
College Dean, CAFS

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

BEATRIZ S.BÉLONIAS

Vice President

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Rosario A. Salas, a faculty member of the <u>DEPARTMENT OF Horticulture</u> commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period of <u>July to December 2023</u>.

Approved:

ROSARIO A. SALAS

Professor VI

VICTOR B. ASIO
College Dean

Date: ///

1/15/29

								R	ating		
	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplis hment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1. ADVANCE	D EDUCATION SERVICE	S									
OVPI MFO 2. Gradu	ate Student Managemer	nt Services							100		
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE		Handles subjects/courses assigned (Hort 291 and Hort 391)	1	1.33	5	5	5	5.00	
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students	5	6	5	5	5	5.00	
		A3 . Number of students advised on thesis/special problem/dissertation									

	As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	5	7	5	5	5	5.00	
	AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	5	5	5	5	5	5.00	
	A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	30	35	5	5	5.	5.00	
PI 9: Number of instructional materials developed	A5 . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof				Page 1			
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	3	5	5	5	5.00	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	5	5	5	5	5.00	
	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							
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							

		A 8. Other outputs		Designs experiential							
	PI 10 . Additional	implementing the new		learning activities and							
	outputs:	normal due to covid		other outputs to							
		19		implement new normal							
IFO 2. HIGHER EDUC	CATION SERVICES										
/PI UMFO 3, Higher E	ducation Manageme	nt Services									
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	i i	Handles and teaches courses assigned	6	2.9	3	3.	3	3.00	
		A10 Number of grade sheets submitted within prescribed period	Preparatio n	Prepares gradesheet and submits on or before deadline	4	3	3	3	3	3.00	
		A 11. Number of INC forms with grade submitted within prescribed period		Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	2	2	4	4	4	4.00	
		A12 Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	1	1	4	4	4	4.00	
		A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	8	9	5	5	5	5.00	
		A14. Number of quizzes administered and checked	10	Prepares and checks quizzes for lec and lab	20	21	5	5	5	5.00	
		A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	9		A ¹				
	PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviserto students	10	15	5	5	5	5.00	No.
		A17 . Number of students advised on thesis/ field practice/special problem:			10	15	5	5	5	5.00	

	As SRC Chairman	rrection	Advises, and corrects research outline and thesis/SP manuscript	10	13	5	5	5	5.00	
	As SRC Member	Advising/co rrection	research outline and thesis/SP manuscript		2	5	5	5	5.00	
	A18. Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	30	80	5	5	5	5.00	
PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised		Advises student organizations recognized by USOO							
	A20 . Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities	1	1	4	4	4	4.00	
PI 10: Number of instructional materials developed	A 21 : Number of on- line course ware developed and submitted :		Prepares and submits for review by the Technical Review Panel				in a			
	On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof							
	Supplemental learnin	g resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	. 10	12	5	5	5	5.00	
	Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	5	5	5	5	5.00	

		A 23 : 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 Moddle or Google Classroom							
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluatio n	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	2	3	5	5	5	5.00	
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
IMFO 3 . RESEARCH	I 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							
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	1	0	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	3	5	5	5	5.00	
	In refereed int'l journals		1	3	3	3	3	3.00	
	In refereed nat'l/regional journals								
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 scienfic for a/conferences	- 00						
	In int'l fora/conferences			2010					
	In nat'l/regional fora/conferences			1	5	5	5	5.00	
PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation		1	5	5	5	5.00	
PI 6. Additional outputs*	A 32. No. of research- related awards (research conducted by faculty or student w/ faculty)								

		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer		Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper		3	5	5	5	5.00	
		submitted to ITSO, VSU .	UM preparatio n	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal							150
UMFO 4. EXTENSION	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained		Identifies and links with probable partners for extension activities and maintains this active partnership	1	2	5	5	5	5.00	
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training		Conducts trainings among beneficiaries of technologies for transfer	10	269	5	5	5	5.00	
	PI 3. Number of extension programs organized and	A 38. Number of extension programs/projects implemented		Implementes duly approved extension projects							

PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	80	100	5	5	5	5.00	
PI 5. Number of technical/expert services	A 40 . Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
Research Mentoring	Research Mentor		4	5	5	5	5	5.00	
Peer reviewers/Panelists	Peer reviewers/Panelists								
Resource Persons	Resource Persons		2	4	5	5	5	5.00	
Convenor/Organize	Convenor/Organizer								
Consultancy	Consultant			1	5	5	5	5.00	
Evaluator	Evaluator			1	5	5	5	5.00	
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 (extn. 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				
IMFO 5. SUPPORT TO OPER	ATIONS			_			
OVPI MFO 4.	Program and Institutional A	ccreditatio					
requirements to established/ad implementation maintenance as improvement of QMS of the coprocesses of the College/depart under ISO	university under ISO 9001:2015* of the ee		Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member				
9001:2015*							
		Minutes Preparatio n	Prepares required documents and complies all requirements as prescribed in the accreditation tools				
		Pilot Plant Manager					
	accreditations	SSF Rootcrop facility incharge					
MFO 6. General Admin. & S		S)					
PI 2. Zero per complaint from clients served	cent n A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients		1		

PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarke d by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice					
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/managem ent related activities and other outputs to implement new normal					
Total Over-all Rating		200				164.00	
Average Rating					Ne di Nasa	4.49	
Adjectival Rating						Outstanding	

Evaluated & Rated by:

VICTOR B. ASIO Dean, CAFS

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Approved by:

BEATRIZ S. BELONIAS

Keep up the good nox

Vice President for Instruction

Comments & Recommendations

for Development purposes

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROSARIO A. SALAS Performance Rating: OUSTANDING	
Tenomance rating. Obstanbing	
Aim: Maintain the Outstanding rating	
Proposed Interventions to Improve Performan	ce:
Date: July 2023	Target Date: December 2023
First Step:	
To publish scientific paper in referre	ed journal.
To write and submit research propo	osal to funding agencies
	tific conference related to agriculture
	e with LGU and ATI-8 on extension
related activities	
Result:	
Publish scientific paper in referred journ	
Established strong linkage with LGU an	d ATI on external related activities
Date: January 2024	Target Date: June 2024
Next Step:	
To publish scientific paper in referre	d journal
To write and submit research propo	
To continue establish strong linkage	e with LGU and ATI-8 on extension
related activities	
To maintain and improve the mana	ge demonstration/learning site
Outcome:	
FinalStep/Recommendation:	
Prepared I	victor B. Asio

Conforme:

ROSARIO A. SALAS Head, DOH