

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%)		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%)		-	
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: 4.72ADJECTIVAL RATING: Outstanding

Prepared by:

ROSARIO A. SALAS

Name of Faculty

Reviewed by:

VICTOR B. ASIO

College Dean, CAFS

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

		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							
		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 Moodle or Google Classroom							

	<u>PI 10. Additional outputs:</u>	<u>A 8. Other outputs implementing the new normal due to covid 19</u>		<u>Designs experiential learning activities and other outputs to implement new normal</u>							
UMFO 2. HIGHER EDUCATION SERVICES											
OVPI UMFO 3. Higher Education Management Services											
	<u>PI 5:</u> Total FTE, coordinated, implemented and monitored *	<u>A9.</u> Actual Faculty's FTE		<i>Handles and teaches courses assigned</i>	6	2.9	3	3	3	3.00	
		<u>A10.</u> Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	4	3	3	3	3	3.00	
		<u>A11.</u> 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	
		<u>A12.</u> Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	1	1	4	4	4	4.00	
		<u>A13.</u> Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	8	9	5	5	5	5.00	
		<u>A14.</u> Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	20	21	5	5	5	5.00	
		<u>A15.</u> Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required							
	<u>PI 8:</u> Number of students advised: *	<u>A16.</u> Number of students advised:		<i>Acts as academic adviser to students</i>	10	15	5	5	5	5.00	
		<u>A17.</u> Number of students advised on thesis/ field practice/special problem:			10	15	5	5	5	5.00	

		As SRC Chairman	Advising/co rrection	Advises, and corrects research outline and thesis/SP manuscript	10	13	5	5	5	5.00	
		As SRC Member	Advising/co rrection	Advises and corrects research outline and thesis/SP manuscript		2	5	5	5	5.00	
		<u>A18</u> . 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 *	<u>A19</u> . Number of Student organizations advised		Advises student organizations recognized by USOO							
		<u>A20</u> . 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 *	<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							
		Supplemental learning 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 were reviewed by TRP & edited by MMDC editor		Submits the course were 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/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	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							
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							
	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	0	3	3	3	3.00	

		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	
		A 34. Number of UMs submitted to ITSO, VSU	UM preparation	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							
UMFO 4. EXTENSION SERVICES											
	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 supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented		Implements duly approved extension projects							

		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								
		A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools								
		On program accreditations	Pilot Plant Manager									
		On institutional accreditations	SSF Rootcrop facility incharge									
UMFO 6. General Admin. & Support Services (GASS)												
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients								

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

Evaluated & Rated by:

VICTOR B. ASIO

Dean, CAFS

Date: 1/10/24

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Date: 1/16/24

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 1/17/24

Comments & Recommendations
for Development purposes

Keep up the good work

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROSARIO A. SALAS

Performance Rating: OUTSTANDING

Aim: Maintain the Outstanding rating

Proposed Interventions to Improve Performance:

Date: July 2023

Target Date: December 2023

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:

Publish scientific paper in referred journal

Established strong linkage with LGU and ATI on external related activities

Date: January 2024

Target Date: June 2024

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

Conforme:


ROSARIO A. SALAS
Head, DOH