Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MARILOU M. BENITEZ

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		4.98x50%= 2.47	
b. Students (50%)		4.33x50% = 2.16	
Total for Instruction	40%	4.63	1.85
2. Research			
a. Client/Dir. for Research (50%)		$5 \times 50\% = 2.5$	
b. Dept. Head/Center Director (50%)		5 x 50% = 2.5	
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		$5.0 \times 50\%$) = 2.5	
b. Dept Head/Center Director (50%)		$5.0 \times 50\% = 2.5$	
Total for Extension	15%	5	0.75
4. Administration	15%	5	0.75
5. Production	n/a		
TOTAL			4.85

FOLITA	IFNT	' NI IMER	ICAL	RATING:

4.85

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.85

ADJECTIVAL RATING:

Outstanding

Prepared by:

MAŘILOU M. RENITEZ

Name of Faculty

Reviewed by:

ROSARIO A. SAL

Department Head

Recommending Approval:

VICTOR B. ASIC

Dean/Director

Approved:

BEATRIZ'S. BELONIAS

Vice President

WITH MULTIPLE FUNCTIONS SUMMARY OF ININVIDUAL RATINGS OF FACULTY MEMBERS

Name of Faculty Member: MARILOU N. BENTEZ

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Production	170		THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN
Administration	1200	2	0.75
Total tor Procusion		2	0.75
(50%)	Page 1		
b. Dept. Head/Conter Director		1 5.0 x 50% = 2.5	
a. Chent/Dir for Extension (2021)		EDA 5000 = 0.5 P	
Extension		(
Total for Research	000		12
(50%)		1	
b. Copt. Head Canter Discour;		F 5 x 300% - 2.5	
a. Client/Dir. for Resourch (50%)		3 / 4060 = 3.5	
Research			
Foral for instruction	7. 30	y 03 °	1.85
h. Students (50%)		+13251(M) = 3 10	
a. Head Dean (50%)	4	1.998X50% = 2.487	territorio de la compania de la comp
bastraction			
	(51)	(4)	(5×4)
•	Something	(ह्रणास्ते २५७)	Rating
	work of his	Macing	Munnariasi
Program Involvement	<u> គ្រប់សេខភាព</u> ្រឹង	Municipal	gliganar,

TOTAL NUMBRICAL RATING: Add: Additional Points, if any: EQUIV ALBRIT NUMERICAL RATING:

ADJECTIVAL RAFING:

Reviewed by: Offenseges

4.85

4.85

MAKLOUSLIEW - 30 - 12 mes.

Mame of Faculty:

Prepared by:

Department Head ROSARIO A SALAS

Recommending Approvati

Dem/Director Adjos B 7810

ybbioz.cc:

EEATHER, BELONIAS

Vice Président

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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, MARILOU M. BENITEZ, Assistant Professor, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December, 2018.

MARILOU M. BENITEZ

Ratee

Date: _____

ROSARIO A. SALAS, Ph.D

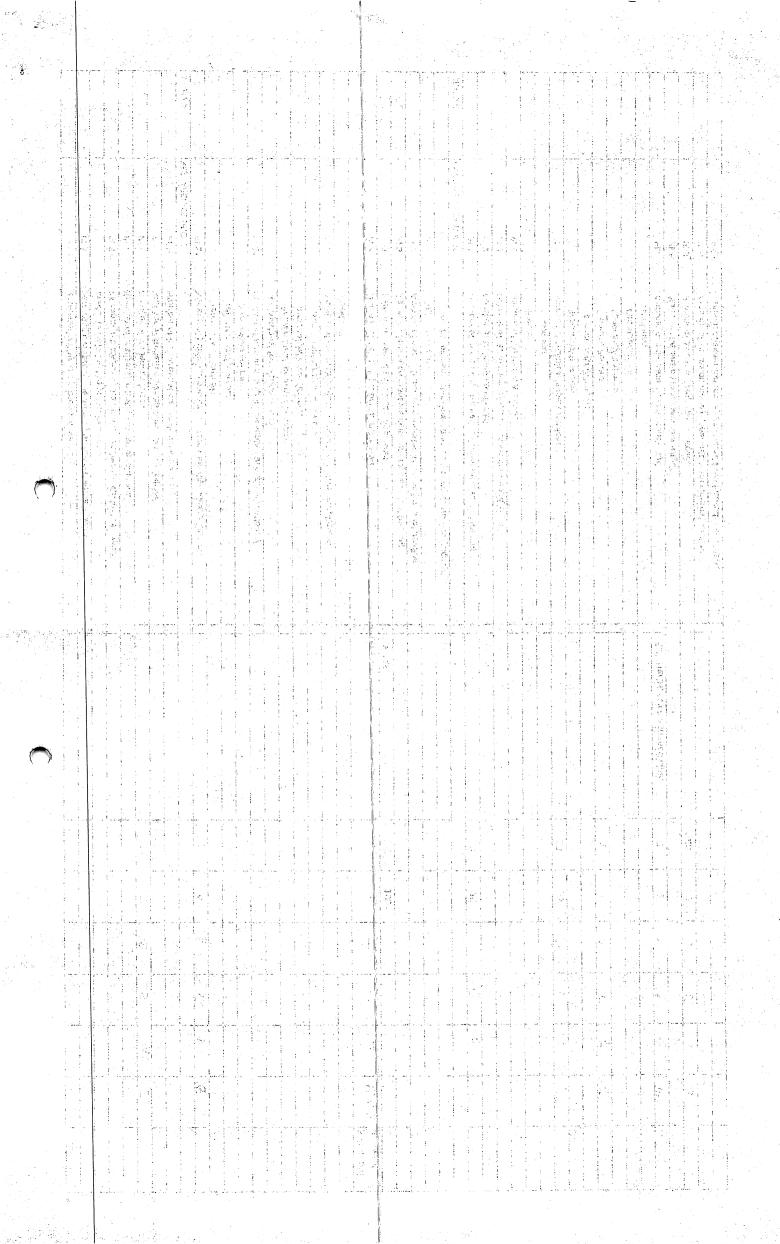
Head.DOH

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MFOs and Performance indicators			Success Indicator (SI)	Task Assigned	Target	Actual Accom- plishment	Quality	Efficiency	Timeliness	Average	Remark
	MINI	IMUM Pis P	PER MFO FOR ACADEMIC DEPARTMENT'S OPCR								
UFMO 1	ADVANCED EDUC	ATON SERV	/ICES								
011110 1			egree Program Management Services								
		Pl 1	Graduate deree program monitored								
	<u> </u>	PI 2*	Total Graduate FTE monitored	Hort 217 lec and lab, 300,400	4.5	4.5	5	5	5	5	
	 	PI 3.	Percentage increase in number of graduate students enrolled			ļ					
	 	PI 4	Percentage increase in number of graduate students who			 				<u> </u>	
			3						ļ	 	
	OVPI MFO 2	Graduate St	udent Managemet Services			<u> </u>		ļ			
		PI 1	Number of graduate students awarded with scholarships/			ļ					
			assistantships			<u> </u>				ļ	
		PI 2	Percentage of graduate students awarded with scholarship/				ļ	<u> </u>	ļ	ļ	
			assistantship who graduated within the prescribed period					ļ		ļ	
		PI 3	Number of graduate students awarded with honor/distinction					ļ	<u> </u>	ļ	
			upon graduation			-		<u> </u>		 	
		PI 4	Number of graduate students advised	as SRC and Adviser - 3 students	3	22	Σ_	5	7	ļ ,	
UMFO 2	HIGHER EDUCATI	ON SERVIC	ES					ļ	ļ	ļ	
	OVPI MFO 1	Curriculum	Program Management Services			ļ				 	
		Pl 1*	Total Undergraduate FTE monitored	Classes handled: Hort 111 lec,197, lec, lat	58	58	5	4	ļ	6	
				Hort 200				<u> </u>	ļ	ļ	
		Pl 2	Number of undergraduate curricular programs compliant to CMO			ļ		<u> </u>	 	 	
			approved and offered			_		 		-	
		PI 3	Averaged passing percentage in licensure examinations in				ļ	 	 	 	ļ
			mandated program				ļ	 	 		
	1	PI 4	Number of undergraduate graduates in mandated programs			1	<u></u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

graduated within the prescribed period PI 5 Percentag increase in the number undergrad students who graduated withinn the prescribed period PI 6 Percentage increase in the number undergrad students enrolled PI 7 Number of academe/industry linkage established PI 8 Number of students advised 3 7 5 PI 9 Number of student organizations advised/assisted PI 10 Number of instructional materials developed UMFO 3 RESEARCH SERVICES PI 1* Number of published papers in internationally indexed journals 6 3 1 6 refereed int'i journals refereed nat'l journals institutional journals PI 2* Number of research outputs presented in regional/national/ international for a/conferences international for a/conferences national for a/conferences institutional for a/conferences PI 3 Number of research projects conducted and/or complted on scheduled Submitted 4.67 Proposal PI 4 Number of research proposals submitted DA-BAR \mathcal{C} PI 5 Percent of research proposals approved DA-BAR 100 100 PI 6 Amount of research money generated from external funding 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 30 75 PI 2 Number of trainings conducted PI 3 Number of IEC materials/technoguides developed/used PI 4 Number of benificiaries served Groups Individuals PI 5 Number of technical/expert services 20 75 7 **Research Mentoring** Peer reviewers/Panelist Resource Persons 1 Convenor/Organizer Consultancy Evaluator PI 6 Number of extension projects conducted HELP, Herbs, spice and medicinal 2 2 PI 7 Number of exension proposals submitted PI 8 Percent of extension proposals approved 40 40 3 PI 9 Amount of extension money generated from external funding PI 10 Amount of extension money generated from institutional funding

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UMFO 5 UMFO 6 Average Rating (Total Over-all rating divided by 4) Punctuality Additional Points: SUPPORTING TO ORGANIZATIONS OVPI MFO 1 OVPI MFO 3 OVPI MFO 2 GENERAL ADMINISTRATION & SUPPORT SERVICES OVPI MFO 4 **Faculty Development Services Faculty Evaluations Services Faculty Recruiting/Hiring Services** PI 11 **Program and institutional Accreditation Services** PI 1 면1 P 3 PI 2 PI 2 P1 4 PI 3 <u>P</u>5 P! 1 PI 2 P1 4 Additional outputs Number of faculty pursuing advanced research degree programs faculty and faculty & student Number of faculty recruited/hired aligned with ISO standard (PhD) facilitated, monitored & assisted Number os seminars/trainings/conventions/workshops coordinated Number of seminars/trainings/conventions/workshops coordinated for entire university Number of in-house seminars/trainings/workshops/reviews Percentage of faculty rated by students with at least very outside of the university Number of extension-related awards (extension conducted by QMS on faculty recruitment, development Number of degree programs which passed accreditation/evaluation Additional outputs conducted attended satisfactory raiting in 50% of the subjects evaluated Zero complaints from clients **Additional Outputs** Percentage of degree program compliant with CHED at least Level 1 **Additional Outputs/Best Practices** support facilitated Number of faculty/staff awards/honors received related to operations Number of activities organized/attended/assisted/participated/ TOTAL OVER-ALL RATING ADJECTIVAL RATING AVERAGE RATING 64.67 PAG-ASA AWARDS + 5. B 9 Comments & Recommendations
Development Purpose. o,

Approved Additional points (with copy of approval)	
	4.97
FINAL RATING	0
ADJECTIVAL RATING .	

Evaluated and ra	ated by	:
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Date:	

Recommending Approval:

Dean, CAFS

Date:

Vice President for instruction

Date:_

Comments & Recommendations Development Purpose:

Key up the good

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

- 1. Benitez, K.M.M., Galvez, L.A. and Benitez, M.M. 2018. Physico-chemical quality of minimally processed potatoes (Solanum tuberosum L.) as affected by different anti-browning agents. Asia-Pacific Journal of Food Safety and Security, 4(2), 5-22.
- 2. Ortizano, J.1, M. Benitez1, A. Valida1 and A. Acedo Jr.2. 2018. Postharvest quality of guapple (Psidium guajava L.) as influenced by hot water treatment and modified atmosphere packaging. Acta Horticulturae, Vol 1213:153-160
- 3. Valida A.1, F.R. Rivera1, A. Salabao1, M. Benitez1, E. Sudaria1, A. Acedo Jr.2 and J. Ekman3 2018. Cabbage (Brassica oleraceae var. capitata) quality grading at two storage temperatures.
- Acta Horticulturae, Vol 1213:129-133 4. Valida A.1, F.R. Rivera1, A. Salabao1, M. Benitez1, E. Sudaria1, A. Acedo Jr.2 and J. Ekman3Valida A.1, F.R. Rivera1, A. Salabao1, M. Benitez1, E. Sudaria1, A. Acedo Jr.2 and J. Ekman3 2018. Tomato (Solanum lycopersicum) quality grading at two storage temperatures. Acta Horticulturae, Vol 1213:269-273
- 5. Valida A.1, F.R. Rivera1, A. Salabao1, M. Benitez1, E. Sudaria1, A. Acedo Jr.2 and J. Ekman3 2018. Eggplant (Solanum melongena) quality grading at two storage temperatures.
- 6. Valida A.1, F.R. Rivera1, A. Salabao1, M. Benitez1, E. Sudaria1, A. Acedo Jr.2 and J. Ekman3Valida A.1, F.R. Rivera1, A. Salabao1, M. Benitez1, E. Sudaria1, A. Acedo Jr.2 and J. Ekman3 2018. Bitter gourd Acta Horticulturae, Vol 1213:297-302
- (Momordica charantia) quality grading at two storage temperatures. Acta Horticulturae, Vol 1213:293-296

^{**} see attached supporting documents

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARILOU M. BENITEZ
Performance Rating: <u>OUSTANDING</u>
Aim: Maintain the Oustanding rating
Proposed Interventions to Improve Performance:
Date: January, 2018 Target Date: December 2018
First Step: Update instructional materials
Attend and Participate in scientific forum
•
Result: Has updated the instructional materials, has published articles in referred journal
Has attended/Participated in scientific forum both national and international
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 Horticulture
r
Outcome:
Final Step/Recommendation:
Prepared by:
Frepared by.
ROSARIO A. SALAS
Unit Head

Conforme:

MARILOU M. BEMTEZ

Name of Ratee Faculty/Staff