

Exhibit K


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: MARILOU M. BENITEZ


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (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 x 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 x 50%) = 2.5	
b. Dept Head/Center Director (50%)		5.0 x 50% = 2.5	
Total for Extension	15%	5	0.75
4. Administration	15%	5	0.75
5. Production	n/a		
TOTAL			4.85

EQUIVALENT NUMERICAL RATING: 4.85
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.85

ADJECTIVAL RATING: Outstanding

Prepared by:

MARILOU M. BENITEZ
Name of Faculty

Reviewed by:

ROSARIO A. SALAS
Department Head

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

DISCLOSURE
ACLOS B 7210

Российской Федерации
ПРЕЗИДИУМ СУДА

REASONING PRACTICE

~~CONFIDENTIAL~~

482

100

NAME OF ESCHER: ANDERSON DIVISION OF: RESEARCH


STATEMENT OF INDEPENDENT WITNESSES OF LOCALA MEMBERS


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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
Date: _____

MFOs and Performance indicators	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
MINIMUM Pis PER MFO FOR ACADEMIC DEPARTMENT'S OPCR									
UFMO 1	ADVANCED EDUCATION SERVICES								
	OVPI MFO 1 Graduate Degree Program Management Services								
	PI 1 Graduate degree program monitored								
	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								
	PI 4 Percentage increase in number of graduate students who								
	3								
	OVPI MFO 2 Graduate Student Management Services								
	PI 1 Number of graduate students awarded with scholarships/ 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								
	PI 4 Number of graduate students advised	as SRC and Adviser - 3 students	3	22	5	5	5	5	
UMFO 2	HIGHER EDUCATION SERVICES								
	OVPI MFO 1 Curriculum Program Management Services								
	PI 1* Total Undergraduate FTE monitored	Classes handled: Hort 111 lec, 197, lec, lab Hort 200	58	58	5	5	5	6	
	PI 2 Number of undergraduate curricular programs compliant to CMO approved and offered								
	PI 3 Averaged passing percentage in licensure examinations in mandated program								
	PI 4 Number of undergraduate graduates in mandated programs								

		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	5	5	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		1	6	5	5	5	5	
		<i>refereed Int'l journals</i>								**
		<i>refereed nat'l journals</i>								
		<i>institutional journals</i>								
	PI 2*	Number of research outputs presented in regional/national/ international for a/conferences								
		<i>international for a/conferences</i>								
		<i>national for a/conferences</i>								
		<i>institutional for a/conferences</i>								
	PI 3	Number of research projects conducted and/or complted on scheduled								
	PI 4	Number of research proposals submitted	DA-BAR	1	1	5	5	4	4.67	Submitted Proposal
	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								
		<i>Number of research-related awards (faculty & student/faculty)</i>								
UMFO 4	EXTENSION SERVICES									
	PI 1	Number of person-days trained weighted by length of training		30	75	5	5	5	5	
	PI 2	Number of trainings conducted								
	PI 3	Number of IEC materials/technoguides developed/used								
	PI 4	Number of beneficiaries served								
		<i>Groups</i>								
		<i>Individuals</i>								
	PI 5	Number of technical/expert services		20	75	5	5	5	5	
		<i>Research Mentoring</i>								
		<i>Peer reviewers/Panelist</i>								
		<i>Resource Persons</i>		1	1	5	5	5	5	
		<i>Convenor/Organizer</i>								
		<i>Consultancy</i>								
		<i>Evaluator</i>								
	PI 6	Number of extension projects conducted	HELP, Herbs, spice and medicinal	2	2	5	5	5	5	
	PI 7	Number of extension proposals submitted								
	PI 8	Percent of extension proposals approved		40	40	5	5	5	5	
	PI 9	Amount of extension money generated from external funding								
	PI 10	Amount of extension money generated from institutional funding								

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

Evaluated and rated by:

ROSARIO A. SALAS
Head, DOH

Date: _____

Recommending Approval:

VICTOR B. ASIO
Dean, CAFS

Date: _____

Approved by:

BEATRIZ S. BELONIAS
Vice President for instruction

Date: _____

Comments & Recommendations
Development Purpose:

Keep up the good
work

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

- 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.
- 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
- 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
- Valida A.1, F.R. Rivera1, A. Salabao1, M. Benitez1, E. Sudaria1, A. Acedo Jr.2 and J. Ekman3 Valida 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
- 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. Acta Horticulturae, Vol 1213:297-302
- Valida A.1, F.R. Rivera1, A. Salabao1, M. Benitez1, E. Sudaria1, A. Acedo Jr.2 and J. Ekman3 Valida A.1, F.R. Rivera1, A. Salabao1, M. Benitez1, E. Sudaria1, A. Acedo Jr.2 and J. Ekman3 2018. Bitter gourd (*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: OUTSTANDING

Aim: Maintain the Outstanding 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

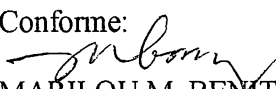
Date: January 2019 Target Date: December 2019
Next Step:
To publish scientific paper in referred journal
To write and submit research proposal to funding agencies
To attend trainings/seminars,scientific conference related to Horticulture

Outcome: _____

Final Step/Recommendation:

Prepared by:


ROSARIO A. SALAS
Unit Head

Conforme:

MARILOU M. BENITEZ
Name of Ratee Faculty/Staff