Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: <u>ARSENIO D. RAMOS</u>

	Program Involvement	Percentage	Numerical	Equivalent
	(1)	Weight of	Rating	Numerical
		Involvement	(Rating x%)	Rating
		(2)	(3)	(2x3)
1.	Instruction			
	a. Head/Dean (50%)		-	
	b. Students (50%)			
	Total for Instruction	40%	4.20	1.68
2.	Research			
	a. Client/Dir. for Research (50%)			
	b. Dept. Head/Center Director (50%)		-	
	Total for Research	30%	4	1.2
3.	Extension	,		
	a. Client/Dir. for Extension (50%)			
	b. Dept Head/Center Director (50%)		-	
	Total for Extension	15%	4	0.6
4.	Administration	10%	5	0.5
5.	Production	5%	4	0.2
	TOTAL			4.18

EQUIVALENT NUMERICAL RATING:

4.18

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.18

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

ARSENIO D. RAMOS

Name of Faculty

ROSARIO A. SALAS

Department Head

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I,<u>ARSENIO D. RAMOS</u>, 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 January to June, 2021

Approved:

ARSENIO D. RAMOS

Asso. Prof. V

Date:

ROSARIO A. SALAS

Department Head

Date: 7

VICTOR B. ASIO

College Dean

Date: _

								REMARKS			
MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplis hment	Quality	Eficiency	Timeliness	Average	(Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1	UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI N	OVPI MFO 2. Graduate Student										
	PI 4: Total FTE coordinated, implemented & monitored*	Actual Faculty's FTF		Handles Hort 209, Hort 300 and Hort 400	5	5.83	5	5	5	5	
	PI 8: Number of graduate students advised	students	7	Acts as academic adviser to graduate students	3	4	5	5	5	5	

A3. Number of students advised on 2 5 5 5 5 4 thesis/special problem/diss ertation Advises and corrects As GAC research outline and 2 4 5 5 5 5 thesis/SP/dissertation Chairman manuscript Advises and corrects AS GAC research outline and 3 5 5 5 5 5 thesis/SP/dissertation Member manuscript A4. Number of students Entertains students entertained seeking consultation 20 5 5 5 25 5 for with faculty consultation purposes A5 . Number of on-line Converts the existing PI 9: Number ready of instructional coursewares instructional 2 2 4 4 4 materials developed materials into flexible developed * and learning systems submitted for review Prepares Instructional On-line ready module/laboratory 3 3 4 4 4 4 guide/workbook or a courseware combination thereof

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Prepares Power Point presentation, video clips, movie Supplemental clips, reading 5 5 4 learning assignments resources depending on course taught Prepares assessment tools 3 5 Assessment such as long exam, 4 5 5 5 quizzes, problems tools sets, etc. A 6: Number of on-line Submits the course course ware ware duly reviewed 3 reviewed by 3 4 4 4 4 by TRP for editing by TRP & edited MMDC editor by MMDC editor A 7: Number Creates virtual of virtual classroom using classroom 4 4 4 either Moddle or created and Google Classroom operational A 8. Other Designs experiential outputs learning activities and PI 10. implementing Additional other outputs to 4 4 4 the new implement new outputs: normal due to normal covid 19 JMFO 2. HIGHER EDUCATION SERVICES MFO 3. Higher Education Management S

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Handles and teaches Hort 112, PI 5: Total FTE, Hort 22, Crop Sci coordinated, 10 3 3 3 3 Actual Faculty's FTE 7.5 22,Hort 144, Hort 199implemented and monitored * C, Hort 200.1 and Hort 200.4 A10. Number of grade sheets Prepares gradesheet and submits on or 5 5 4 4 4 4 submitted Preparation within before deadline prescribed period A 11. Number of Facilitates students in **INC forms** their completion of the with grade subject and submits 5 3 3 3 3 4 completion forms with submitted grade within prescribed within period prescribed period A12. Number of Trainings trainings Attend mandated 2 2 4 4 4 4 attended attended trainings related to instruction A13. Number of Administers and long checks long 8 8 4 4 exam prep examinations examination for administered subjects taught and checked A14. Number of Prepares and checks 40 4 4 quizzes for lec and 40 4 quizzes lab administered and checked

A15. Number of lab reports Checks lab reports 20 and term papers 20 4 4 4 and term 4 submitted as required papers checked and araded PI 8: Number of A16. Number Acts as academic 10 12 5 5 5 5 students of students adviserto students advised: * advised: A17. Number of students advised on 10 7 3 3 3 3 thesis/field practice/spec ial problem: Advises, and As SRC Advising/correctio corrects research 7 7 4 4 4 4 outline and thesis/SP Chairman manuscript Advises and corrects As SRC Advising/correctio research outline and 4 6 6 4 4 4 Member thesis/SP manuscript A18. Number of **Entertains students** students consulting on subject 20 20 4 4 4 entertained taught, thesis and for grades consultation purposes PI 9: Number A19. Number of Advises student of student organizations Student organizations recognized by USOO advised/ organizations assisted * advised

A20. Number of Student Assists student organizations in organizations 1 4 4 assisted on implementing student related activities student related activities A 21: Number of on-PI 10: Number Prepares and submits line course of instructional for review by the 4 ware **Technical Review** materials developed Panel developed * and submitted Prepares Instructional On-line module/laboratory 4 4 ready 2 2 4 guide/workbook or a courseware combination thereof Prepares Power Point presentation, video clips, movie clips, reading 5 5 Supplemental learning resources 4 4 4 4 assignments depending on course taught Prepares assessment tools Assessment such as long exam, quizzes, problems tools sets, etc.

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A 23: Number of online course Submits the course ware ware duly reviewed 2 2 4 by TRP for editing by reviewed by MMDC editor TRP & edited by MMDC editor A 24: Number of Creates virtual virtual classroom using 3 2 3 3 3 3 either Moddle or classroom Google Classroom created and operational A 25. Number of Additional PI 11. outputs Additional accomplished outputs Prepares documents and /or program profile and other Program materials required during accreditation/ 1 1 4 4 4 4 program/institutional evaluation accreditation and/or evaluation Coordinates with potential Agency/firm/l firms and maintains linkages ndustry with firms willing to accept linkages OJT students from VSU A 26. Other outputs Designs experiential implementing learning activities and other outputs to implement new the new normal normal due to covid 19 **UMFO 3. RESEARCH SERVICES**

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A27. Number PI 1. Number of of research research outputs outputs in the Conducts research in the last three last three (3) for possible utilization (3) years utilized 1 4 4 4 4 by industry or other years utilized by the industry beneficiaries by the industry or by other or by other beneficiaries * beneficiaries * A 28. Number Pl 2. Number of of research Conducts and research outputs outputs completes research 4 4 4 4 oroject within the completed within completed year the year * within the year A 29. Pl 3. Percentage Percentage of of research research outputs outputs Writes publishable published in published in materials out of internationallyinternationallyresearch outputs and referred or submits for refereed or CHED publication CHED recognized recognized journal within the journal within year (2%) * the year In refereed 1 int'l journals In refereed nat'l/regional journals

PI 4. Number of research outputs presented in regional/national int'l fora/conferences	outputs presented in regional/nation al/ int'l	Prepares, submits and presents research paper in scienfic for a/conferences	1	1	4	4	4	4	
	In int'l fora/conferenc es		1						
	In nat'l/regional fora/conferenc es		1	1	4	4	4	4	
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	1	4	4	4	4	
Pl 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		1						

	A 33. Number of journal articles/scienti fic 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	2	2	4	4	4	4	
	A 34. Number of UMs submitted to ITSO, VSU		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	1	Designs research related activities and other outputs to implement new normal	1	1	4	4	4	4	
(TENSION 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	1	4	4	4	4	

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PI 2. Number of A 37. Number Conducts trainings trainees of trainees among beneficiaries weighted by weighted by 25 50 5 5 5 5 of technologies for the length of the length of transfer training training PI 3. Number of extension programs A 38. Number organized and of extension Implementes duly supported approved extension 2 2 4 programs/proj 4 4 4 consistent with projects ects the SUC's implemented mandated and priority programs A 39. PI 4. Percentage of Percentage of beneficiaries beneficiaries who rated the who rated the training training Provides quality and course/s and course/s and relevant training advisory 90 90 4 4 4 4 courses and advisory advisory services as services services as satisfactory or satisfactory or higher in higher in terms terms of of quality and quality and relevance relevance A 40. PI 5. Number Provides the Number of of technical and expert technical/exp 5 services requested by technical/expe ert services beneficiaries rt services as/in:

	Research Mentoring	Research Mentor									
	Peer reviewers/Pan elists	Peer reviewers/Pa nelists			2	2	4	4	4	4	
	Resource Persons	Resource Persons			3	2	3	3	3	3	
	Convenor/Org anizer	Convenor/Or ganizer									
	Consultancy	Consultant									
	Evaluator	Evaluator			1						
<u> </u>	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	1	1	4	4	4	4	-
	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	1						
	5. SUPPOR	RT TO OPE									
Program a	nd Institutional	Accreditation	Services								

Pl 8.Compliance to all requirements thru the A 44. established/adeq Compliance to Ensures that all the all uate QMS core processes implementation, requirements of the university are of the QMS maintenance zero non-conformity complied with in the core processes and performance of of the improvement of his/her functions as the QMS of the university faculty member core processes under ISO of the 9001:2015* College/departm ent under ISO 9001:2015* A 45. Prepares required Compliance to documents and complies all Minutes 100% compliant requirements Preparation requirements as of the program prescribed in the and institutional accreditation tools accreditations: On Pilot Plant program Manager accreditations On SSF Rootcrop institutional facility incharge accreditations UMFO 6. General Admin. & Support

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	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint			
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/ben chmarked by other depts/agencie	Initiates/introduces improvements in performfing functions resulting to best practice				
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/manag ement related activities and other outputs to implement new normal			×	')
	Total Over-all Rating						4.08
	Average Rating						MISTANDIN
Adjectival Rating							

Evaluated & Rajedby:

ROSARIO A. SALAS

Department Head
Date: Of vy v

Recommending Approval

VICTOR B. ASIO

Dean, College of Agriculture and Food Sciences

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction
Date: 8|13|24

Comments & Recommendations for Development purposes - flund mills he refund journal

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EMPLOYEE DEVELOPMENT PLAN

Name of E	mployee: ARSENIO D. RAMOS
Performan	ce Rating:
Aim: Enha	nce Work Efficiency
Proposed in	terventions to Improve Performance
Date: Janua	ry, 2021 Target Date: <u>June</u> , 2021
First Step:	
	Write and submit 1 research and 1 extension proposal for funding
	Actively participate in all department, college and university activities
	Implement existing extension and research projects effectively
	Attend conferences, trainings, seminars and workshops related to the field of specialization
	Prepare and present project reports
Results	
	Submitted 1 extension proposal
	Actively participated in all department, college and university activities
	Effectively implemented 2 extension projects and 2 research projects
	Attended conferences, trainings, seminars and workshops related to the field of
	specialization
	Prepared and presented research and extension projects during the annual In-
	House
	Review
Date:	January, 2022 Target Date: June, 2022
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Next Step:	Write and submit 1 research proposal for funding
	Actively participate in all department, college and university activities
	Continue implementation of existing extension and research projects effectively
	Attend conferences, trainings, seminars and workshops related to the field of specialization
	Write and submit 1 scientific publication to a referred journal
	Present research findings in scientific conference
Outcome:	1 resent research minnings in scientific conference
	Pacammendation
rmai step/	Recommendation

Approval of the research and extension proposals after the presentation/evaluation.

Prepared by:

ARSENIO D.RAMOS Name of Ratee Faculty/Staff