

Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ARSENIO D. RAMOS

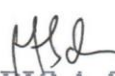
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	37.5%	4.93	1.85
b. Students (50%)	37.5	5.0	1.875
TOTAL for Instruction			3.72
2. Research	10%	4.5	.45
3. Extension	10%	4.5	.45
4. Administration	N/A		
5. Production	5%	5.0	.25
TOTAL			4.87

EQUIVALENT NUMERICAL RATING: 4.87Add: Additional Points, if any: -TOTAL NUMERICAL RATING: 4.87FINAL NUMERICAL RATING 4.87ADJECTIVAL RATING: OUTSTANDING

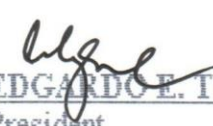
Prepared by:


ARSENIO D. RAMOS
 Name of Faculty

Reviewed by:


ROSARIO A. SALAS
 Department Head

Approved:


EDGARDO E. TULIN
 President

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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ARSENIO D. RAMOS, Associate Professor, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December, 2017.


ARSENIO D. RAMOS
Ratee
Date: Dec 16, 2018


ROSARIO A. SALAS, Ph.D.
Head, DOH
Date: _____

MFOs and Performance indicators	Success Indicator (SI)		Task Assigned	Target	Actual Accom-ishment	Remark			
						Quality	Efficiency	Timeliness	Average
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	4	3.8	5	5	5	4.66
		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 Managemet 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	3	2	5	4	5	4.66
UMFO 2	HIGHER EDUCATION SERVICES								
	OVPI MFO 1	Curriculum Program Management Services							
		PI 1*	Total Undergraduate FTE monitored	15	12.15	5	5	5	5
		PI 2	Number of undergraduate curricular programs compliant to CMO approved and offered						

	PI 6	Number of extension projects conducted		2	5	5	5	5	5
	PI 7	Number of extension proposals submitted							
	PI 8	Percent of extension proposals approved							
	PI 9	Amount of extension money generated from external funding							
	PI 10	Amount of extension money generated from institutional funding		100,000	95,000	5	5	5	5
	PI 11	Additional outputs							
		Number of extension-related awards (extension conducted by faculty and faculty & student)							
UMFO 5									
	SUPPORTING TO ORGANIZATIONS								
	OVPI MFO 1	Faculty Development Services							
	PI 1	Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored & assisted							
	OVPI MFO 2	Faculty Recruiting/Hiring Services							
	PI 1	Number of faculty recruited/hired aligned with ISO standard							
	OVPI MFO 3	Faculty Evaluations Services							
	PI 1	Number of seminars/trainings/conventions/workshops coordinated for entire university							
	PI 2	Number of seminars/trainings/conventions/workshops coordinated outside of the university							
	PI 3	Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated							
	PI 4	Number of in-house seminars/trainings/workshops/reviews conducted attended		1	1	5	5	5	5
	PI 5	Additional outputs							
		Number of faculty/staff awards/honors received related to operations support							
	OVPI MFO 4	Program and Institutional Accreditation Services							
	PI 1	Number of degree programs which passed accreditation/evaluation at least Level 1							
	PI 2	QMS on faculty recruitment, development							
	PI 3	Percentage of degree program compliant with CHED							
	PI 4	Additional Outputs							
		Number of activities organized/attended/assisted/participated/facilitated							
UMFO 6									
	GENERAL ADMINISTRATION & SUPPORT SERVICES								
	PI 1	Zero complaints from clients							
	PI 2	Additional Outputs/Best Practices							
	TOTAL OVER-ALL RATING								73.98
	AVERAGE RATING								4.93
	ADJECTIVAL RATING								0

* on per capita basis

Received by:


PRPEO

Calibrated by:


REMBERTO A. TATINDOL
PMT

Recommending Approval:


BEATRIZ S. PICONIAS
Vice President

Approved by:


EDGARDO E. TULIN
President

Date: _____

Date: _____

Date: _____

Legend: 1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

FTE

Second Sem 2016-2017	Contact hr/week	No. weeks/ sem	No. of students	Denominator	FTE
Hort 142 Lec	2		23	20	2.3
Hort 142 Lab	3		23	20	3.5
Hort 195 lab	2		44	20	4.4
Hort 209 Lec	2		6	12	1.0
Hort 209 Lab	3		6	12	1.5
Hort 200 (adviser)	5		6	20	1.5
Hort 200 (SRC-membe	1.5		6	20	0.45
Hort 400 (adviser)	5		1	12	0.42
HORT 400 (GAC-mem	1.5		4	12	0.5
Hort 300 (GAC Membe	1.5		3	12	0.38
Sub-Total					
Grand Total					15.95

List undergraduate students theses advisees:

Marianne Rose G. Cabelin, Patricia P. Gay, Justin Paolo M. Jandayan, Norelyn L. Quirido, Kay C. Cumla, Gabriel D. Alombro

List of graduate students theses advisees:

Sarah M. Ravelo- PhD student

Hort 300 (GAC member)

Mark Joshua S. Quevedo, Donah Aquino, Medardo Magdadar

Hort 400 (GAC Member

Eduarda D. Zulla, Getulio Barcenias, Richiella R. Sumalinog Leif Marvin R. Gonzales,

Training conducted:

Cultural Management Practices in Cacao Production Training, September 28, 2017, Baybay City Women's training Center, Brgy Cogon, Baybay City, Leyte- 45 participants
Training on Cacao Farm Management and Maintenance, Nov. 10-11, 2017, PCA Regional Office, Baras, Palo, Leyte - 44 participants
Cacao Production and Management Training, Nov. 30, 2017, Villa Solidaridad Gymnasium, Brgy. Villa Solidaridad, Baybay City, Leyte- 35 participants
Tree Nursery Management, Plantation Establishment and Agroforestry Systems Capacity building Program for NGP Stakeholders, November 18, 2017 - 30 participants
Tree Nursery Management, Plantation Establishment and Agroforestry Systems Capacity building Program for NGP Stakeholders, August 18, 2017 - 25 participants

Extensio Project Conducted:

HELP

Establishment of the Visayas State University Coffee and Cacao Techno-demo and Learning Farm

Paper reviewer - Agro-Industrial research and Development (JAIRD) of Agusan del Sur State college of Agriculture and Technology (ASSCAT)

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Ramos, Arsenio D.

First Semester 2017 - 2018

No. of Raters: 14

Subject: 3 - Hort 142 - Crop Production & Management II

Class Type: Lecture

10-11MW

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester					4	10	5.0
2 Always prepared and organized in class					8	6	4.0
3 Uses appropriate and updated instructional materials					3	11	5.0
4 Gives clear instructions/guidelines in accomplishing tasks					4	10	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					4	10	5.0
6 Makes classroom activities interesting and lively		2		3	4	5	4.0
7 Encourages students to ask questions and welcomes comments and suggestions					4	10	5.0
8 Has mastery of the subject matter					4	10	5.0
9 Available for student consultation even outside class time					4	10	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		1			5	8	5.0
11 Gives relevant assignments, course requirements			1		6	7	4.5
12 Returns quizzes, exams, homework, assignments and exercises					5	9	5.0
13 Fair in giving grades				1	4	9	5.0
14 Wears clean and appropriate clothes/attire in class					4	10	5.0
15 Firm in implementing policies yet approachable and understanding					3	11	5.0
16 Commands respect of students					4	10	5.0
17 Exercises decency in speech and actions					5	9	5.0
Median Rating		5.0					Outstanding
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

1. Other positive points of the teacher and his/her teaching

1 Give clear discussion	7.14%
2 Makes the difficult topics easy to understand	7.14%
3 Mastery of the subject	7.14%
4 No comment	85.71%
5 Shares lots of ideas & cracks a jokes	7.14%

2. Suggestions for teaching improvement

1 Make the class lively	14.29%
2 No comment	85.71%

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Ramos, Arsenio D.

First Semester 2017 - 2018

No. of Raters: 14

Subject: 3 - Hort 142 - Crop Production & Management II

Class Type: Laboratory

1-4M

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester					3	11	5.0
2 Always prepared and organized in class					5	9	5.0
3 Uses appropriate and updated instructional materials					4	10	5.0
4 Gives clear instructions/guidelines in accomplishing tasks					5	9	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					3	11	4.0
6 Makes classroom activities interesting and lively		2		2	2	8	5.0
7 Encourages students to ask questions and welcomes comments and suggestions				1	4	9	5.0
8 Has mastery of the subject matter					2	12	5.0
9 Available for student consultation even outside class time					5	9	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully		1			3	10	5.0
11 Gives relevant assignments, course requirements			1		4	9	5.0
12 Returns quizzes, exams, homework, assignments and exercises				1	6	7	4.5
13 Fair in giving grades				1	2	11	5.0
14 Wears clean and appropriate clothes/attire in class					4	10	5.0
15 Firm in implementing policies yet approachable and understanding					5	9	5.0
16 Commands respect of students					3	11	5.0
17 Exercises decency in speech and actions					3	11	5.0
Median Rating		5.0					
		Outstanding					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

1. Other positive points of the teacher and his/her teaching	
1 Gives clear discussion	7.14%
2 No comment	85.71%
3 Provides relevant ideas	7.14%
2. Suggestions for teaching improvement	
1 Make the classroom lively	14.29%
2 No comment	85.71%

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Ramos, Arsenio D.

First Semester 2017 - 2018

No. of Raters: 5

Subject: 2 - HORT 209 - Crop Seed Physiology

Class Type: Laboratory 7-10F

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester					2	3	5.0
2 Always prepared and organized in class					4	1	4.0
3 Uses appropriate and updated instructional materials					2	3	5.0
4 Gives clear instructions/guidelines in accomplishing tasks				1	1	3	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					2	3	5.0
6 Makes classroom activities interesting and lively					3	2	4.0
7 Encourages students to ask questions and welcomes comments and suggestions					2	3	5.0
8 Has mastery of the subject matter						5	5.0
9 Available for student consultation even outside class time					1	4	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					1	4	5.0
11 Gives relevant assignments, course requirements					3	2	4.0
12 Returns quizzes, exams, homework, assignments and exercises					2	3	5.0
13 Fair in giving grades					3	2	4.0
14 Wears clean and appropriate clothes/attire in class					1	4	5.0
15 Firm in implementing policies yet approachable and understanding					2	3	5.0
16 Commands respect of students					2	3	5.0
17 Exercises decency in speech and actions					1	4	5.0
Median Rating		5.0					Outstanding
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

1. Other positive points of the teacher and his/her teaching

1 Always available to students	20.00%
2 Answers questions of the students	20.00%
3 Mastery of the subject	20.00%
4 No comment	40.00%
5 Provides related laboratory exercises	20.00%

2. Suggestions for teaching improvement

1 No comment	60.00%
2 Use instructional materials e.g. audio video presentation	40.00%