

## Exhibit K

### SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Mr. Kenneth Oraiz

Period: July to December, 2018

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
6. Instruction			
g. Head/Dean (50%)	40%	5.00	2.000
h. Students (50%)	40%	5.00	2.000
Total for Instruction	80%		4.00
7. Extension/Production			
g. Client/Dir. for Extension (50%)	10%	4.95	0.495
h. Dept Head/Center Director (50%)	10%	4.95	0.495
Total for Extension	20%		0.980
TOTAL			4.980

EQUIVALENT NUMERICAL RATING: 4.98


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.98

ADJECTIVAL RATING: OUTSTANDING


Prepared by:

Reviewed by:

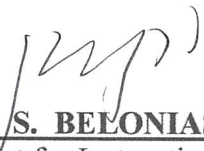
  
KENNETH ORAIZ  
Name of Faculty

  
SUZETTE B. LINA  
Department Head

Recommending Approved:

  
VICTOR B. ASIO  
Dean, CAFS

Approved:

  
BEATRIZ S. BELONIAS  
Vice President for Instruction



Visayas State University  
College of Agriculture and Food Science

**DEPARTEMENT OF SOIL SCIENCE**


Visca, Baybay City, Leyte

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, KENNETH ORAIZ, Instructor I of the Department of Soil Science, 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 31, 2018 to December 31, 2018. (Accomplishments)

  
KENNETH ORAIZ, MSc.  
Ratee

Date: 6/30/19

Approved:   
SUZETTE B. LINA, Ph.D.  
Head of Unit

Date: \_\_\_\_\_

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Details of Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 2 Higher Education Services										
Undergraduate Degree Program Management Services										
		PI 1. Number of FTE	Teach: SS 110 (Lab) SS 24 (Lab) ; EaSc101 (Lec & Lab) ; SS111 (Lab) ; SS113	18.00	24.4	5	5	5	5.0	
Undergraduate Student Management Services										
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser and SRC member	0	0					
		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and SRC member	0	0					

		Student advising and consultation services								
		PI 5. Number of academic advisees	Advised students on what subjects to take and approve COR	7	7	5	5	5	5.0	
		PI 6. Number of student-related activities assisted	Approved and monitored student activities as Adviser of OSSM (Org. of Soil Science Major)	1	1	5	5	5	5.0	
		PI 8. Number of student awards/honors received	Monitored/guide academic/thesis advisees	0	0					
MFO3. Faculty Evaluation Services		PI 1. Teaching Performance	All subjects handles	VS	0					
MFO 4 Research Services										
		PI 1. Number of article prepared for publication								
		In refereed int'l journals	Research output from my Dissertation	0	0					
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
		International conferences	AAACU ; IConRE	2	2	5	5	5	5.0	
		PI 3. Number of research projects conducted and/or completed on schedule		0						
		PI . Amount of research money generated from external funding (Thousand PHP)		0	0					
		PI 7. Number of trainings/workshops attended		3	3	5	5	5	5.0	
MFO 5 Extension										

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KENNETH ORAIZ

Performance Rating: OUTSTANDING

Aim: To sustain outstanding performance of the department

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: June 2018

Target Date: December 2018

First Step:

Revise/update Instructional Materials

Attend national and international scientific forum

Result:

Prepared and revised course syllabi for new courses handled

Delivered the courses handled excellently

Date: June 2018

Target Date: December 2018

Next Step:

Write scientific proposals for future research

Collaborate other institutions for research and extension projects

Outcome: Submit scientific proposals to other institutions for possible collaboration.

Final Step/Recommendation:

If proposal is approved and budget is ready, then implementation will follow.

Prepared by:



SUZETTE B. LINA

Unit Head

Conforme:

  
KENNETH ORAIZ  
Name of Faculty

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