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	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(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	10%	4.95	0.495
(50%)			
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:

Name of Faculty

SUZETTE B

Department Head

Recommending Approved:

Dean, CAFS

Approved:

Vice President for Instruction

> None of bearly livenies. Mr. M. graffichers. Perjod: driving Descriptor 4818

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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)

Date:

Approved:

SUZETTE B. LINA, Ph.D.

Head of Unit

Date:

	MFO Descrip-tion	Success/Performance Indicator (PI)	Task Assigned		Actual Accomplishment		Rating			
MFO No.				Target	Details of Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
MFO 2 H	ligher Education Services									
Undergr	aduate Degree Program Ma	anagement 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	
Undergr	aduate Student Manageme	ent Services								
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser and SRC member	0	0			1,	. `	
		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and SRC member	0	0					

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		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	
			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 R	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									***************************************

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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.

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

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

Collaborate other institutions for research and extension projects

Final Step/Recommendation:

Date: June 2018

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

Prepared by:

SUZETTE B. LINA Unit Head

Conforme:

Name of Faculty

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