

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **Victor B. Asio (Professor VI)**

Period: January to June 2020

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. VP for Instruction (50%)	25%	5.00 x 0.25	1.250
Total for Instruction	<b>25%</b>		<b>1.250</b>
2. Research			
a. Client/Dir. for Research (50%)	12.5%	5.00 x 0.125	0.625
b. Dept. Head/Dean (50%)	12.5%	5.00 x 0.125	0.625
Total for Research	<b>25%</b>		<b>1.250</b>
3. Administration	<b>50%</b>	4.98 x 0.50	<b>2.490</b>
4. Production			
TOTAL			4.990

EQUIVALENT NUMERICAL RATING: **4.990**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.990**ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

**VICTOR B. ASIO**

Name of Faculty &amp; Dean, CAFS


Approved:

**BEATRIZ S. BELONIAS**


VP 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, VICTOR B. ASIO, Professor VI of the Department of Soil Science, and Dean of the College of Agriculture commits to deliver and agree to be rated on the attainment of the following target in accordance with the indicated measures for the period January to June 2020. (Accomplishment)

  
**VICTOR B. ASIO**  
 Ratee

Approved:

  
**BEATRIZ S. BELONIAS**  
 VP for Instruction

Date:

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Details of Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 1: Advanced Higher Education Services										
Graduate Degree Program Management Services										
		PI 1. Number of FTE	Total FTE ; SS 212 (Lec&Lab-7); SS 299 (1student);	6	12.30	5.0	5.0	5.0	5.0	

		PI 2. Number of graduate students enrolled (advisees)	Monitored graduate students under my advisorship	4	7	5.0	5.0	5.0	5.0	Galvez, Gamale, Modina, Belmores, Mahipos, Requitillo, Balanay
		PI.3 Percentage increase in number of graduate students who graduated within prescribed period	Recommended graduate students for graduation	1	1	5.0	5.0	5.0	5.0	Modina, Gamale
<b>Graduate Student Management Services</b>										
		PI1. Number of Graduate thesis outline approved	Read and approved thesis out	1	3	5	5	5	5.0	Mahipos, Belmores, Galvez
		PI2. Number of Graduate manuscripts approved	Read, provide suggestions for improvement and approved graduate manuscript	1	2	5	5	5	5.0	Modina, Gamale
		PI3. Number of graduate students awarded with scholarship/ assistantship (Advisees and GAC)	Monitored graduate students awarded with scholarship	3	7	5	5	5	5.0	Galvez, Gamale, Modina, Belmores, Mahipos, Requitillo, Balanay



		PI4: Percentage of graduate students awarded with scholarship/assistanhip who graduated within prescribed period	Monitored and recommended graduate students awarded with scholarship for graduation	50%	100%	5	5	5	5.0	Modina, Gamale
		PI5. Number of graduate students gainfully employed in jobs related to their graduate program	Disseminated information on job availability to the young graduates and some were recommended to jobs related to their trainings	1	1	5	5	5	5.0	Modina, Gamale
<b>MFO 2 Higher Education Services</b>										
<b>Under Graduate Degree Program Management Services</b>										
		PI 1. Number of FTE	Total FTE ; SS 22 (lec- 117)SS 111 (lec-1)	5.00	11.8	5	5	5	5.0	
		PI 2. Number of degree programs compliant to CMO supervised and monitored	Supervised and monitored BSA, BSDevCom, BSFT, BSDE programs compliant to CMO	1	3	5	5	5	5.0	
		PI.3 Percentage increase in number of students who graduated within prescribed period	Recommended undergraduate students for graduation	4	6	5	5	5	5.0	CAFS Students

Undergraduate Student Management Services										
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser, SRC member	1	2	5	5	5	5.0	Loreño, Plizardo
		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and SRC Member	1	3	0	0	0	0.0	0
		PI 5. Number of academe/Industry linkage established	Head, JKBoyles, RCGuarte							
		Student advising and consultation services								
		PI 3. Number of academic advisees	Advise students on what subjects to take and approves COR	8	15	5	5	5	5.0	1st yr to 4th yr
		PI 4. Number of student-related activities assisted	Approve and monitor student activities as adviser and Dean	5	10	5	5	5	5.0	CAFS SSC activities, & overtime work during the conduct of students' thesis

		PI 5. Number of instructional materials developed/revised								
		<i>Revised Lab. Manual (SS 112 and SS 111)</i>	Review the revised lab manual Professor, Dean and contributor	1	1	5	5	5	5.0	SS 112
		<i>On-line course lecture materials</i>							0.0	
		<i>On-line course lab.materls</i>							0.0	
		PI 6. Additional outputs								
		<i>Number of Computer Software Developed</i>	AITambong						0.0	
<b>MFO3. Faculty Evaluation Services</b>		PI 1. Teaching Performance	All subjects handles	VS	Outstanding	5	5	5	5.0	All subjects
<b>MFO 4 Research Services</b>										
		PI 1. Number of published papers in internationally indexed journals								
		<i>In refereed int'l journals</i>		2	3	5	5	5	5.0	

		PI 2. Number of research outputs presented in regional/national/ int'l								
		<i>In nat'l fora/conferences/Seminars</i>	Humboldt Conference/Meeting	0	1	5	5	5	5.0	
		PI 3. Number of research projects conducted and/or completed on schedule	Tannin, Limestone, Yolanda, Food for the Hungry	1	4	5	5	5	5.0	
		PI 4. Number of research proposals prepared	Proposal Submitted CHED, FH	0	1	5	5	4.9	5.0	
		PI 5. Amount of research money generated from external funding	Tannin, Food for the Hungry	0	450-Tannin 300H- Food for the Hungry	5	5	5	5.0	
		PI 6. Amount of research money generated from institutional funding (Thousand PHP)	VSU	0	00K Limestone	5	5	5	5.0	
		PI 7. Additional outputs								



[illegible]



[illegible]

		Number of faculty/staff awards/honors received related to							0.0	
	<i>Faculty Development Services</i>									
		PI 1. Number of faculty pursuing advanced research degree programs (PhD.) facilitated, monitored & assisted under the College	Recommended Faculty of different departments under the college in pursuing graduate studies	4	9	5	5	5	5.0	DSS, DA, DAS, DOH, DPM, DFST, DPBG, DDC, DCDE
<b>MFO 7 General Admin and Support Services</b>										
		PI 2. No. of management meetings conducted							0.0	
		PI 1. Number of departments and/or service units supervised and monitored	DSS, DA, DAS, DOH, DPM, DFST, DPBG, DDC, DCDE, ATR, CAFS, DOST	8	13	5	5	5	5.0	
		PI 2. Number of documents attended and served	DTR, CSR, PRs, Job requests, letter requests, IPCR,OPCR,PPMP, Faculty workload	20	65	5	5	5	5.0	

		PI 3. Number of CAFS-EXECOM meetings conducted	Meeting with department heads	3	7	5	5	5	5.0	
		PI 4. Number of EXECOM meetings attended	Regular and emergency meeting	2	4	5	5	5	5.0	
		PI 5. Number of College/University meetings attended	UADCO, Accreditation, QAC, meeting at OP	2	16	5	5	5	5.0	
		PI 6. Number of committee membership	UADCO, UAC, APB, AACUP-University, PBB, Strat Paln	2	6	5	5	5	5.0	
		PI 7. Number of office and laboratory equipment requested and acquired through	laboratory materials and etc	3	4	5	5	5	5.0	
		PI 8. Editor in Chier of Univ. Journal	Reviewed and edited articles; facilitated in assigning reviewers, printing and	10	30	5	5	5	5.0	ATR articles
		PI 9. Coordinator of scholarship programs	Erasmus Mundus) and DOST ASTHRDP scholarship; Monitoring of scholars; coordinate with EU partners; prepared and submitted	1	3	5	5	5	5.0	DOST, AREAS & EXPERTS

		PI 10. Number of scholars monitored under DOST and Erasmus Mundus	Monitor scholars in terms of their academic performance and thesis	15	42	5	5	5	5.0	
		PI 11. Zero percent complaint from clients served	None	0 % complaint	no complaint	5	5	5	5.0	
Total Over-all Rating						215.000				
Average Rating						5.000				
Adjectival Rating						Outstanding				

**Comments & Recommendations for Development Purpose:**

*Good job as dean .*

*For your comment  
ma'am.*

|Evaluated & Rated:

*[Signature]*  
**BEATRIZ S. BELONIAS, Ph.D.**

VP for Instruction

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

Approved:

*[Signature]*  
**BEATRIZ S. BELONIAS, Ph.D.**

VP for Instruction

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



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: VICTOR ASIO  
 Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

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. Revision of teaching materials into online ready.

Date: January 2020

Target Date: June 2020

First Step:

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Review manuscripts as Editor of Annals of Tropical Research journal

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Manage and coordinate DOST scholarships

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Spearhead in the proper implementation of different curricular programs of the College

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Maintain the quality of each program of the college by subjecting to accreditation

Results:

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Has reviewed and edited manuscript for Annals of Tropical Research

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Reviewed teaching materials (learning guides) for online and distance learning

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Has managed and coordinated the DOST scholarships

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Spearheaded in the proper implementation and maintained the excellent quality of the different curricular programs of the college

Date: July 2020

Target Date: December 2020

Next Step:

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Invite and encourage more international collaborators to enhance tie-ups between potential and existing partner.

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Facilitate and implement the use of quality teaching materials for blended learning due to pandemic.


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**Outcome:** Enhanced tie-ups between potential and existing partners for possible project implementation. Availability of quality teaching materials by the faculty of CAFS for blended learning.

**Final Step/Recommendation:**

Increased international collaboration and implementation in the use of quality teaching materials for blended learning.

Prepared by:

  
BEATRIZ S. BELONIAS  
Vice-President for Instruction

Conforme:

  
VICTOR ASIO  
Dean, CAFS