

Exhibit J

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

Name of Faculty Member: **ROSARIO A. SALAS**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	5	5X50%=2.5	
b. Students (50%)	4	4X50%=2	
TOTAL for Instruction	4.5	4.5X70%	3.15
2. Research	4.976	15%	0.746
3. Extension	5	10%	0.5
4. Administration	4.96	5%	0.248
5. Production			
TOTAL			4.64

EQUIVALENT NUMERICAL RATING: 4.64

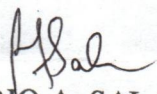
Add: Additional Points, if any:

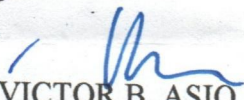
TOTAL NUMERICAL RATING: 4.64

ADJECTIVAL RATING: 0

Prepared by:

Reviewed by:


ROSARIO A. SALAS
Name of Faculty


VICTOR B. ASIO
Dean, CAFS 8/21/14

Approved:


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ROSARIO A. SALAS, OIC Head Department of Horticulture, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2016.

ROSARIO A. SALAS
 OIC Head, Department of Horticulture

VICTOR B. ASIO
 Dean College of Agriculture and Food Science
 Date: _____

MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES									
OVPI MFO 1. Graduate Degree Program Management Services									
OVPI MFO 1. Graduate Degree Program Management Services									
PI 1: Graduate degree program monitored			2	2	5	5	5	5	MS Horticulture & PhD Horticulture
PI 2: Total graduate FTE monitored			9.83	9.83	5	5	5	5	See attached
PI 3: Percentage increase in number of graduate students enrolled			5%	5.00%	5	5	5	5	See attached
PI 4: Percentage increase in number of graduate students who graduated within prescribed period.			50.00%	50.00%	5	5	5	5	
OVPI MFO 2. Graduate Student Management Services									
PI 1: Number of graduate students awarded with scholarship/ assistantship			15	16	5	5	5	5	See attached
PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period			50%	67%	5	5	5	5	See attached

PI 3: Number of graduate students awarded with honors/distinction		4	4	✓	✓	✓	✓	✓	Llegunas, W., Posas, D., Cabillo, C., Lacostales L., & Barcenas G.
PI 4: Number of graduate student advised	15	17	✓	✓	✓	✓	✓	✓	Llegunas, W., Posas, D., Cabillo, C., Tanquezon T.,...
UMFO 2. HIGHER EDUCATION SERVICES									
OVPI MFO 1. Curriculum Program Management Services									
PI 1: Total undergraduate FTE monitored	159.82	302.76							See attached
PI 2: Number of undergraduate curricular program compliant to CMO, approved and offered	1	1	✓	✓	✓	✓	✓	✓	
PI 3: Average passing percentage in licensure examinations in mandated programs									
PI 4: Number of undergraduate graduates in mandated programs graduated within the prescribed period	50%	75%	✓	✓	✓	✓	✓	✓	
PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period	50.00%	75.00%	✓	✓	✓	✓	✓	✓	See attached
PI 6: Percentage increase in the number of undergraduate students enrolled	5.00%	7%	✓	✓	✓	✓	✓	✓	
PI 7: Number of academe/industry linkage established	5.00	6	✓	✓	✓	✓	✓	✓	OXFAM, CHED, DA-BAR, DOST & Agro-studies Israel, Climate change commission, DA region 8, ATI, LGU Baybay.
PI 8: Number of students advised	12	12	✓	✓	✓	✓	✓	✓	
PI 9: Number of student organization advised									
PI 10: Number of instructional materials developed	1	1	✓	✓	✓	✓	✓	✓	Hort 22
UMFO 3. RESEARCH SERVICES									
PI 1: Number of published papers in internationally indexed journals									
<i>refereed int'l journals</i>									
<i>refereed nat'l journals</i>									
<i>institutional journals</i>									
PI 2: Number of research outputs presented in regional/national/int'l for a conferences									
<i>int'l fora/conferences</i>	3	3	✓	✓	✓	✓	✓	✓	
<i>nat'l fora/conferences</i>	1	1	✓	✓	✓	✓	✓	✓	

PI 3. Number of IEC materials/technoguides developed/used		1	1	5	5	5	5	5	See attached
PI 4. Number of beneficiaries served									
Groups		20	20	5	5	5	5	5	
Individuals		500	700	5	5	5	5	5	
PI 5. Number of technical / expert services									
Research mentoring	High School research adviser; Elementary research adviser	3	3	5	5	5	5	5	See attached
Peer reviewers/ Panelist									
Resource Person		5	5	5	5	5	5	5	
Convener/ Organizer									
Consultancy	Climate change commission and Salvation army	2	2	5	5	5	5	5	
Evaluator									
PI 6. Number of extension project conducted	ATI, HELP	2	2	5	5	5	5	5	
PI 7. Number of extension proposal submitted		1	1	5	5	5	5	5	Climate Change
PI 8. Percent of extension proposal approved		100%	100%	5	5	5	5	5	
PI 9. Amount of extension money generated from external funding	ATI and Climate	1M	1M	5	5	5	5	5	
PI 10. Amount of extension money generated from institutional funding	HELP	0.15M	0.15M	5	5	5	5	5	VSU Fund
PI 11. Additional outputs									
<i>Number of extension-related awards (extension conducted by faculty and student)</i>									
UMFO 5. SUPPORTING TO ORGANIZATION									
OVP1 MFO 1. Faculty Development Services									
PI 11. Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted		2	2	5	5	5	5	5	Ms. Gloria Bancale & Ms. Catherine Arradaza
OVP1 MFO 2. Faculty Recruitment/Hiring Services									

PI 2: Additional outputs/ Best practices

TOTAL OVERALL RATING :

1.87

AVERAGE RATING :

4.09

ADJECTIVAL RATING :

0

Received by:


TERESITA L. QUINANOLA
PRPEO


Date: _____

Calibrated by:


REMBERTO A. PATINDOL
Chairman, PMT

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS
Vice Pres. for Instruction

Date: _____

Approved:


EDGARDO E. TULJIN
President

Date: _____