

Exhibit K**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%)		2.41	
b. Students (50%)		2.25	
Total for Instruction	40%	4.66	1.86
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		-	
Total for Research	30%	4.0	1.2
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)		-	
Total for Extension	15%	4.71	0.71
4. Administration	10%	5	0.5
5. Production	5%	5	0.2
TOTAL			4.47

EQUIVALENT NUMERICAL RATING: 4.47

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.47ADJECTIVAL RATING: Outstanding

Prepared by:

ROSARIO A. SALAS

Name of Faculty

Reviewed by:

VICTOR B. ASIO

College Dean, CAFS

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:


BEATRIZ S. BELONIAS


Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Rosario A. Salas, a faculty member of the DEPARTMENT OF Horticulture commit to the 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 2022.


ROSARIO A. SALAS
 Professor VI
 Date: 1/13/22

Approved: 
VICTOR B. ASIO
 College Dean
 Date: 1/15/22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
							Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION											
OVPI MFO 2. Graduate Student											
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FT		Handles subjects/courses assigned (Hort 291)	0.41	1.67	5	5	5	5.00	

	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students	4	9	5	5	5	5.00	Vigo J., Valida,I., Tuyan W., Apao G., Montes A., Sarmiento J., Capito C., Custodio M., Placido J.,
		A3. Number of students advised on thesis/sp ecial problem/ dissertati on				9	5	5	5	5.00	Vigo J., Valida,I., Tuyan W., Apao G., Montes A., Sarmiento J., Capito C., Custodio M., Placido J.,
		As GAC Chairma n		Advises and corrects research outline and thesis/SP/dis sertation manuscript	4	9	5	5	5	5.00	Vigo J., Valida,I., Tuyan W., Apao G., Montes A., Sarmiento J., Capito C., Custodio M., Placido J.,
		AS GAC Member		Advises and corrects research outline and thesis/SP/dis sertation manuscript	4	6	5	5	5	5.00	Bengalan J., Allunan A., Mangaya D., Rivera F., Basalo J., Gusayki M.

		A4. Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty	30	40	5	5	5	5.00	MS and PHD Graduate students
	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review		Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof							

		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1							
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	2	5	5	5	5.00		
		A 6 : Number of on-line course were reviewed by TRP & edited by MMDC editor		Submits the course were duly reviewed by TRP for editing by MMDC editor								
		A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moodle or Google Classroom								

	PI 10. Additional outputs:	A 8. <i>Other outputs impleme nting the new normal due to covid 19</i>		<i>Designs experiential learning activities and other outputs to implement new normal</i>							
UMFO 2. HIGHER EDUCATION SERV											
OVPI UMFO 3. Higher Education Mar											
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FT		<i>Handles and teaches courses assigned</i>	2.5	4.2	5	5	5	5.00	Hort141 (15 students) and Hort 22 Lec (27 students)
		A10. <i>Number of grade sheets submitte d within prescribe d period</i>	Preparati on	<i>Prepares gradesheet and submits on or before deadline</i>	1	2	5	5	5	5.00	Hort 141 and Hort 22
		A 11. <i>Number of INC forms with grade submitte d within prescribe d period</i>		<i>Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period</i>							

		A12. <i>Number of trainings attended related to instruction</i>	Trainings attended	Attend mandated trainings							
		A13. <i>Number of long examinations administered and checked</i>	exam prep	Administers and checks long examination for subjects taught	2	5	5	5	5	5.00	Hort 141 and Hor22
		A14. <i>Number of quizzes administered and checked</i>		Prepares and checks quizzes for lec and lab	6	7	5	5	5	5.00	Hort 141 and Hort 22
		A15. <i>Number of lab reports and term papers checked and graded</i>		Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16. <i>Number of students advised:</i>		<i>Acts as academic adviser to students</i>	10	12	5	5	5	5.00	Borci D., Canoto J, Misperos J., Clave, R., Lubiano A., Codof N., Cornites E., Alvarez M., Bigcal M., Cosido J., Sanico J., Amancio L.,

		A17. Number of students advised on thesis/ field practice/s pecial problem:									
		As SRC Chairma n	Advising/co rrection	Advises, and corrects research outline and thesis/SP manuscript	5	100	5	5	5	5.00	manuscripts, outline and OJT narrative reports
		As SRC Member	Advising/co rrection	Advises and corrects research outline and thesis/SP manuscript							
		A18. Number of students entertain ed for consultati on purposes		Entertains students consulting on subject taught, thesis and grades	15	100	5	5	5	5.00	BSA- Hort Students
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizat ions advised		Advises student organization s recognized by USOO							

		A20 . Number of Student organizat ions assisted on student related activities		Assists student organization s in implementin g student related activities	1	1	4	4	4	4.00	ViHOS
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware develope d and submitted :		Prepares and submits for review by the Technical Review Panel							
		On- line ready coursewa re		Prepares Instructional module/labor atory guide/workb ook or a combination thereof							

		Supplemental learn	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	7	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	15	15	4	4	4	4.00	Hort 141 and Hort 22 lec
		A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							

	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *		Conducts research for possible utilization by industry or other beneficiaries	3	3	4	4	4	4.00	hydroponics, for leafy vegetables
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *		Conducts and completes research project within the year							hydroponics for fruit vegetables, and vegetable grafting
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year		Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>			1	1	4	4	4	4.00	in press

		<i>In refereed nat'l/regio nal journals</i>									
	PI 4. Number of research outputs presented in regional/national/int'l fora/conferences	A 30. Number of research outputs presented in regional/national/int'l fora/conferences *		Prepares, submits and presents research paper in scientific fora/conferences	1	1	4	4	4	4.00	Presented outputs during 3rd SAER-8 Conference
		<i>In int'l fora/confer ences</i>									
		<i>In nat'l/regio nal fora/confer ences</i>									
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved		Prepares research proposals, submits and follows up its approval for immediate implementation							

	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)									
		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer		Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							
		A 34. Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of research output							

		A 35. Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES											
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained		Identifies and links with probable partners for extension activities and maintains this active partnership	2	3	5	5	5	5.00	
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training		Conducts trainings among beneficiaries of technologies for transfer	50						

	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented		Implementes duly approved extension projects	1	1	4	4	4	4.00	
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance		Provides quality and relevant training courses and advisory services	50	100%	5	5	5	5.00	

	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:		Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor			3	4	5	5	5	5.00	
	Peer reviewers/Panelists	Peer reviewers/Panelist			3	5	5	5	5	5.00	3 articles from Science Humanities
	Resource Persons	Resource Persons			1	3	5	5	5	5.00	RP in Hydroponics training in Baybay and Maasin, RP in Vegetable grafting and GAP in VSU Baybay
	Convenor/Organizer	Convenor/Organizer									
	Consultancy	Consultant									
	Evaluator	Evaluator									
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *		Prepares extension project proposals, submits and follow up its approval for immediate implementation							

	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		CSC PAGASA AWARD Regional Winner (Group Category)							
		A 43. Other outputs implementing the new normal due to covid 19		Designs extension related activities and other outputs to implement new normal	1	1	4	4	4	4.00	
UMFO 5. SUPPORT TO											
OVPI MFO 4. Program and Institutional Accreditation Services											
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015 *		Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member							

		A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations	Pilot Plant Manager								
		On institutional accreditations	SSF Rootcrop facility incharge								
UMFO 6. General Admin. &											
	PI 2. Zero percent complaint from clients served	A 46. Customer friendly frontline services		Provides customer friendly frontline services to clients	0	0	5	5	5	5.00	

	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated /benchmarked by other depts/agencies *		Initiates/introduces improvements in performing functions resulting to best practice	1	2	5	5	5	5.00	submit grade on time, coaching to faculty
		A 48. Other outputs implementing the new normal due to covid 19		Designs administration/management related activities and other outputs to implement new normal							
	Total Over-all Rating									142.00	
	Average Rating									4.58	
	Adjectival Rating									Outstanding	

Evaluated & Rated by:


VICTOR B. ASIO

Dean, CAFS

Date:

Recommending Approval


VICTOR B. ASIO

Dean, CAFS

Date:

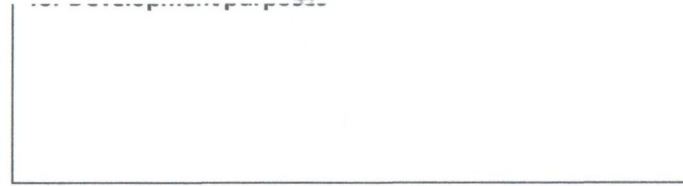
Approved by:


BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

Comments & Recommendations
for Development purposes



EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROSARIO A. SALAS

Performance Rating: OUTSTANDING

Aim: Maintain the Outstanding rating

Proposed Interventions to Improve Performance:

Date: July 2022

Target Date: December 2022

First Step: To publish scientific paper in referred journal

To write and submit research proposal to funding agencies

To attend trainings/seminars, scientific conference related to agriculture

To continue establish strong linkage with LGU and ATI-8 on extension related activities

Result:

Publish scientific paper in referred journal

Established strong linkage with LGU and ATI on external related activities

Date: January 2023

Target Date: July 2023

Next Step:

To publish scientific paper in referred journal

To write and submit research proposal to funding agencies

To attend trainings/seminars, scientific conference related to agriculture

To continue establish strong linkage with LGU and ATI-8 on extension related activities

To maintain and improve the manage demonstration/learning site

Outcome:

FinalStep/Recommendation:

Prepared by:



VICTOR B. ASIO

Dean, CAFS

Conforme:



ROSARIO A. SALAS

Head, DOH