#### Exhibit K

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

Name of Faculty Member:

CATHERINE C. ARRADAZA

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		5x50%= 2.50	
b. Students (50%)		$4.33 \times 50\% = 1.73$	
Total for Instruction	40%	4.23	1.69
2. Research		·	
a. Client/Dir. for Research (50%)		$5 \times 50\% = 2.5$	
b. Dept. Head/Center Director (50%)		5 x 50% = 2.5	
Total for Research	30%	4.4	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		$5.0 \times 50\%$ ) = 2.5	
b. Dept Head/Center Director (50%)		$5.0 \times 50\% = 2.5$	
Total for Extension	15%	5	0.75
4. Administration	15%	5	0.75
5. Production	n/a		
TOTAL			4.69

EQUIVALENT NUMERICAL RATING:

<u>4.69</u>

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

<u>4.69</u>

ADJECTIVAL RATING:

**Outstanding** Reviewed by:

<u>E C. ARRADAZA</u>

Name of Faculty

Prepared b

Department Head

Recommending Approval:

Dean/Director

Approved:

Vice President

# SUMMARY OF INDIVIDUAL RATINGS OF PACULTY MEMBERS WITH MULTIPLE PUNCTIONS

Name of Faculty Member - CATHERINE C. ARRADAZÁ

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Tagaissiest Numerical		Percentlys	Montovieval merger?
Range	Radioja (Radioja viša)	i Mariak W Barnaylovan	
(Ext.)	* (6)	(2)	
			policeni.
	34309X=2450 [		a. Mozefellean (50%)
	4.5.55.50% = 1.73		b. Sie loug (50%)
03.1	£1.4	[350)#	Togal for Instruction
			. Research
	5 x 50% - 2.5		e (figuration for Angulation 2000)
	S x 50% = 2.5		b. Daga - Hes M. cares - Director   (50%)
7.1	44	3.7%	Cossi for Research
			ESPERANCE .
	5.0 x 50°0; - 1.5		a. Chant Dir. for Extension (50%)
	3.0 × 30% = 2.5		p. Dept. Geodytonier Director (5020)
25.0		13%	Total for Extension -
0.75		15%	Administration :
1		n\si	. Production
, <del>L</del> V. Jr			JATOT
The second second	(A),		EQUIVALENT NUMERICAL RATI
	.h \		Add: Additional Points, if any:
	<u>(40),</u> i	<u> </u>	FOTAL NUMERICAL KATENGE
	<u>anit</u>	<u>Oustan</u>	ADJECTIVAL RATING:
	ngd bo	Reviews	Prepared by:
	- KALIAR A CHRAPOR		- CATHERINE C. ARRABAZA CATHERINE C. ARRABAZA
	Separtment Head		Mane of Pacuity
	and the second second of the		Section to the section of

Recommending Approval:

VICTORIE ASIO

Approved:

BEATELE & BRIGHTON LAG

# Visayas State University OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION Visca, Baybay City, Leyte

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

I, CATHERINE ARRADAZA, Assistant Professor, 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 to December, 2018.

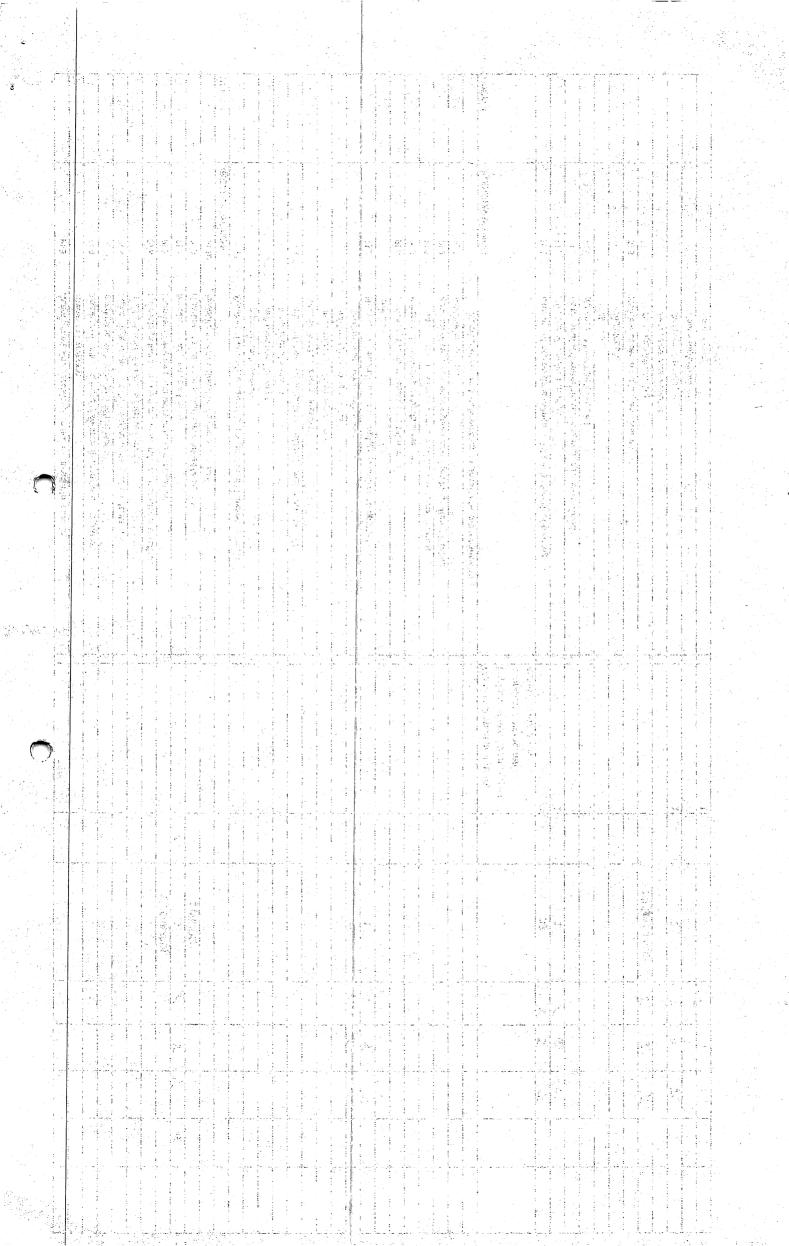
CATHERINE ARRADAZA
Ratee

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

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

<del></del>	<del></del>		<del></del>		T	T				<del></del>
MFOs and Performance indicators		Success Indicator (SI)  Task Assigned		Target	Actual Accom-plishment	Quality	Efficiency	Timeliness	Average	Remark
	MINIMUM PIS PER MFO FOR ACADEMIC DEPARTMENT'S OPCR ADVANCED EDUCATON SERVICES					ļ	ļ			
UFMO 1				<u> </u>		<u> </u>			<del> </del>	
	OVPI MFO 1 Graduate Degree Program Management Services		Advise grad. Students							
	PI 1	Graduate deree program monitored								
	PI 2*	Total Graduate FTE monitored		1	4 (1 PhD advisee; 1 PhD GAC member + 2 MS GAC member)	6	5	5	6	
	PI 3.	Percentage increase in number of graduate students enrolled				<u> </u>	<u> </u>	1		
	PI 4	Percentage increase in number of graduate students who		<u> </u>		<u> </u>	<u> </u>	1	<u> </u>	
			<b></b>		·	<del>,</del>			· · · · · · · · · · · · · · · · · · ·	<del>,</del>
	OVPI MFO 2 Graduate	e Student Managemet Services					ļ	ļ	ļ	<u> </u>
	PI 1	Number of graduate students awarded with scholarships/	<del></del>			ļ	<u> </u>	<del> </del>	ļ	ļ
		assistantships				ļ	ļ		ļ	
	PI 2	Percentage of graduate students awarded with scholarship/				ļ	<b> </b>		ļ	ļ
		assistantship who graduated within the prescribed period	<u> </u>	ļ		ļ			ļ	ļ
	PI 3	Number of graduate students awarded with honor/distinction				ļ	<u> </u>	ļ	ļ	
		upon graduation				ļ	ļ	ļ	ļ	
	Pi 4	Number of graduate students advised				<u> </u>				
UMFO 2	HIGHER EDUCATION SER	/ICES ·	Teach undergraduate courses and advise thesis students		Taught graduate & undergraduate courses					
	OVPI MFO 1 Curriculu	m Program Management Services								
	PI 1*	Total Undergraduate FTE monitored		6	6	8	5	7	5	
			11			<u> </u>	ļ	<u> </u>	ļ	
	PI 2	Number of undergraduate curricular programs compliant to CMO	<del>                                      </del>			<u> </u>		ļ		
		approved and offered		l	1		1			1

										•
				I .	<u> </u>	<del></del>	r	T	1	T
	PI 3	Averaged passing percentage in licensure examinations in	<del></del>	<b></b>		<del> </del>		<b></b>	<b></b>	<del> </del>
		mandated program		<del> </del>		<del> </del>	· · · ·	<del> </del>		<del> </del>
	PI 4	Number of undergraduate graduates in mandated programs		<del> </del>		<del> </del>		<del> </del>		<del> </del>
	- I	graduated within the prescribed period		<del> </del>		<del> </del>		<del> </del>	<del> </del>	
	PI 5	Percentage increase in the number undergrad students who		<del> </del>		<del></del>	<del> </del>	-	<del> </del>	
	<del></del>	graduated within the prescribed period		<del> </del>		<del> </del>			<del> </del>	-
	PI 6	Percentage increase in the number undergrad students enrolled		<del> </del>	1 (PCAARRD)	+				<del> </del>
	PI 7	Number of academe/industry linkage established		6	6	1~	5	5	5	
	PI 8	Number of students advised	<del></del>	<del>                                     </del>	1 (ViHOS)	+12		18	-	<del> </del>
	PI 9	Number of student organizations advised/assisted  Number of instructional materials developed	<del></del>	<del> </del>	1 (VIIIO3)			<del>                                     </del>	<del> </del>	<del> </del>
LINATO 3	PI 10	Number of instructional materials developed		<b>-</b>		+		-		
UMFO 3	RESEARCH SERVICES	Number of published paper in interpretable indexed in track		-		+	<b></b>	<del>                                       </del>	<del> </del>	<del> </del>
	Pl 1*	Number of published papers in internationally indexed journals		<u> </u>		<del> </del>	<del> </del>	<del> </del>	<del>                                     </del>	<del> </del>
		refereed int'i journals		<del> </del>		-	<b></b>	<del> </del>	<del> </del>	<del> </del>
		refereed nat'l journals		<del> </del>		<del> </del>	<del> </del>	<del> </del>		<del> </del>
	n. n. **	institutional journals		<del> </del>		+	<del> </del>	+		<del> </del>
	PI 2*	Number of research outputs presented in regional/national/		<del> </del>		+	<del> </del>	<del> </del>	<del></del>	<del> </del>
		international for a/conferences		<del> </del>					<del> </del>	
		international for a/conferences		<del> </del>		<del> </del>	<del> </del>	<del> </del>	<del> </del>	<del> </del>
		national for a/conferences		<del> </del>	1	13	5	5	<b></b>	ļ
	PI 3	institutional for a/conferences  Number of research projects conducted and/or compelted on		<del> </del>	1	+3-	-	18		
	P13			<del> </del>	1	+	-		<del> </del>	
	DI A	scheduled		<del> </del>		-	<del> </del>	<del> </del>	<del> </del>	
	PI 4	Number of research proposals submitted		<del> </del>		+		<del> </del>	<del> </del>	-
		Percent of research proposals approved	<del></del>	<del> </del>			<del> </del>	<b></b>	<del> </del>	
	PI 6	Amount of research money generated from external funding  Amount of research money generated from institutional funding		<del> </del>			<del></del>	<del> </del>		
				1		<del>-</del>	<del> </del>	<del> </del>	<del> </del>	
	PI 8	Additional outputs		<del> </del>		<del> </del>		<del> </del>	<del> </del>	
UMFO 4	EXTENSION SERVICES	Number of research-related awards (faculty & student/faculty)	Adala autoria arangala	<del> </del>	<u> </u>	+	<del></del>	<del> </del>		<del> </del>
GIVIFO 4	EXTENSION SERVICES		Make extension proposals,							į ·
		·	implement extension project,				•	1		
			coonduct training, make						l	
<del></del>	DI 1	Number of person-days trained weighted by length of training	extension materials 32		32	1 5	3	1		-
	PI1			-	1	13		-		
	PI 2	Number of trainings conducted  Number of IEC materials/technoguides developed/used		<del> </del>		+	5	<del>                                     </del>		<del> </del>
	P13	Number of IEC materials/technoguides developed/used  Number of benificiaries served		<del> </del>		+	<del> </del>	<del> </del>	<del> </del>	<del> </del>
	P14			<del> </del>		<del> </del>	<del> </del>	<del> </del>	<del> </del>	<del> </del>
		Groups Individuals		<del> </del>		<del> </del>	<b> </b>	<b>_</b>	<del> </del>	<del> </del>
	DI C	Number of technical/expert services		<b></b>		<del> </del>	<del> </del> -	<b> </b>	<del> </del>	<del> </del>
<b></b>	PI 5		<u> </u>	<del> </del>	1 (High sahaal)	+	<del> </del>	<del> </del>	<del> </del>	<del>  </del>
		Research Mentoring		<del> </del>	1 (High school)	1 8	5	5	<b></b>	<del> </del>
<b></b>		Peer reviewers/Panelist  Resource Persons		<del> </del>	2	16	8	5		<b></b>
			<del></del>	<del> </del>		-	<u> </u>	3-		<del> </del>
<b></b>		Convenor/Organizer		<b>_</b>		15		<del> </del>	ļ	<b></b>
<u> </u>		Consultancy		·I	11		<u> </u>	15	<u> </u>	L



•	•	•					
			•				
	Evaluator						·'
	PI 6 Number of extension projects conducted						<b></b> '
	PI 7 Number of exension proposals submitted					لـــــا	<b></b> '
	PI 8 Percent of extension proposals approved			·			<b></b> '
	PI 9 Amount of extension money generated from external funding						<b></b> '
	PI 10 Amount of extension money generated from institutional funding						<b></b> '
	PI 11 Additional outputs					لـــــ	<b></b> '
	Number of extension-related awards (extension conducted by					. لــــــــــــــــــــــــــــــــــــ	· ,
	faculty and faculty & student						<b></b> '
UMFO 5	SUPPORTING TO ORGANIZATIONS					لــــــ	<b></b> '
	OVPI MFO 1 Faculty Development Services					لــــــــــــــــــــــــــــــــــــــ	<b></b> '
· · · · · · · · · · · · · · · · · · ·	PI 1 Number of faculty pursuing advanced research degree programs					الست	<u> </u>
	(PhD) facilitated, monitored & assisted					الـــــــــــــــــــــــــــــــــــــ	<u> </u>
						الست	<u> </u>
	OVPI MFO 2 Faculty Recruiting/Hiring Services						
	PI 1 Number of faculty recruited/hired aligned with ISO standard						<u> </u>
							Ĺ′
	OVPI MFO 3 Faculty Evaluations Services						<u> </u>
	PI 1 Number of seminars/trainings/conventions/workshops coordinated						Ĺ
	for entire university						Ĺ
	PI 2 Number os seminars/trainings/conventions/workshops coordinated						Ĺ
	outside of the university						I
	PI 3 Percentage of faculty rated by students with at least very						1
	satisfactory rating in 50% of the subjects evaluated						1
	PI 4 Number of in-house seminars/trainings/workshops/reviews			1 5	K	5	×
	conducted/attended						ſ <u></u>
	PI 5 Additional outputs						
	Number of faculty/staff awards/honors received related to operations						
	support						1
							ſ
	OVPI MFO 4 Program and institutional Accreditation Services						
	PI 1 Number of degree programs which passed accreditation/evaluation						1
	at least Level 1					1	1
	PI 2 QMS on faculty recruitment, development					1	1
	PI 3 Percentage of degree program compliant with CHED	+				1	
<del> </del>	PI 4 Additional Outputs	<del>                                      </del>				1	1
	Number of activities organized/attended/assisted/participated/					1	1
ļ	facilitated	+			+		

		<u> </u>							
	PI 2	Additional Outputs/Best Practices							T
		TOTAL OVER-ALL RATING		7.5					
		AVERAGE RATING		5					T
		ADJECTIVAL RATING		3					
*on per capita basis  Evaluated and rated by:  ROSARIO A. SALAS		Recommending Approval: VICTOR B. ASIO	1.	S. BELONIAS	l l	& Recomi		ons	
Head, DOH		Dean, CAFS	Vice Pres	ident for instruction			<b>^</b> .	•	

Date:

Date:

Legend: 1- Quality 2 - Efficiency 3- Timeliness 4 - Average

Date:

Kup up The Good work

### EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>CATHERINE C. ARRADAZA</u> Performance Rating: <u>OUTSTANDING</u>
<u> </u>
Aim: Maintain the outstanding rating
Proposed Interventions to Improve Performance:
Date: January 2018 Target Date: December 2018
First Step:
To supervise and monitor all ViHOS organization activities.
To actively participate in all department, college and university activities.
To write and submit scientific paper for publication in refereed journal.
To attend and participate in trainings/seminars/scientific forums.
To prepare reports for projects.
Maintain and improve the Plant Tissue Culture laboratory.
Advise students (highschool, undergraduate, graduate).
Result:
Supervised and monitored all ViHOS organization activities.
Participated in all department, college and university activities.
Has written and submitted scientific papers for publication.
Attended and participated in trainings/seminars/scientific forums.
Prepared quarterly and annual reports for projects.
Maintained and improved the Plant Tissue Culture laboratory.
Advised students (highschool, undergraduate, graduate).
Date: <u>January 2019</u> Target Date: <u>December 2019</u>
Next Step:
To supervise and monitor all ViHOS organization activities
To actively participate in all department, college and university activities.
To submit and publish scientific paper in refereed journal.
To attend and participate in trainings/seminars/scientific forums.
To prepare reports for projects.
Manage the Plant Tissue Culture laboratory.
Advise students (highschool, undergraduate, graduate).
Outcome:
Final Ston/Recommendation
Step/Recommendation:  Prepared by:  ROSARIO A. SALAS  Unit Head

CATHERINE C. ARRADAZA
Name of Ratee Faculty/Staff