

# 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%)		4.5x100%= 4.6	
b. Students (50%)			
Total for Instruction	40%	<del>4.86</del> 4.82 8	<del>1.94</del> 1.93 8
2. Research			
a. Client/Dir. for Research (50%)		5 x 50% = 2.5	
b. Dept. Head/Center Director (50%)		5 x 50% = 2.5	
Total for Research	30%	5.0	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		5.0 x 50%) = 2.5	
b. Dept Head/Center Director (50%)		5.0 x 50% = 2.5	
Total for Extension	15%	4.5	<del>0.65</del> 0.68 8
4. Administration	10%	5	0.5
5. Production	5%	5	0.25
TOTAL			<del>4.84</del> 4.86 8

EQUIVALENT NUMERICAL RATING:

~~4.84~~ 4.86 8

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

~~4.84~~ 4.86 8

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

ROSARIO A. SALAS

Name of Faculty

VICTOR B. ASIO

College Dean, CAFS

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

"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, 2020

Approved:

*Hsal*  
**ROSARIO A. SALAS**  
Associate Professor V  
Date:

*V*  
**VICTOR B. ASIO**  
College Dean  
Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	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 SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned ( Hort 291 and Hort 391)	0.41	0.42	5	5	5	5	
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	10	15	5	5	5	5	de Iira K., Beloy,G., AdelantarM., Bautita, R., DaculloR., Diocampo M., Olar G., Morales J.
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	8	8	5	5	5	5	Vernardero I., Parac A., Giban M., Maximo R., Gaurana N.
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	7	7	4	4	4	4	Basalo, J.
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	20	30	5	5	5	5	15



	<b>PI 9:</b> Number of instructional materials developed *	<b>A5 .</b> 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	1	1	4	4	4	4	Hort 252
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	4	4	4	4	Hort 252 1power point
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	1	5	5	5	5	Hort 252 assesment tools
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	<b>PI 10 .</b> Additional outputs:	<b>A 8. Other outputs implementing the new normal due to covid 19</b>	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	20.2	20	4	4	4	4	Hort 141 lec
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	8	8	5	5	5	5	Hort 141 lec (midterm), Hort 391 (midterm)
		<b>A 11 .</b> Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	1		5	5	5	5	
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	1						

		<b>A13</b> . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	3						
		<b>A14</b> . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab/ assessment	25	30	5	5	5	5	Hort 141
		<b>A15</b> . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	18		5	5	5	5	
	<b>PI 8:</b> Number of students advised: *	<b>A16</b> . Number of students advised:	Acts as academic advisor to students	30	35	5	5	5	5	
		<b>A17</b> . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	19	22	5	5	5	5	Tajor, Nival and Caintic
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5	
		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	30	40	5	5	5	5	
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19</b> . Number of Student organizations advised	Advises student organizations recognized by USOO							
		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student	1						
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21</b> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5	Hort 141



		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	2					Hort 141
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	21	5	5	5	5	Hort 141
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor			5	5	5	5	
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	2	5	5	5	5	Hort 141
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	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	4	5	5	5	5	
	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	4						YRRP projects funded by DARFU8
	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>		2						
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or								
		<b>A 33.</b> 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							
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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	1						
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	10	10	4	4	4	4	



<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implementes duly approved extension projects	3						
<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> 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	100	200	5	5	5	5	
<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
<i>Research Mentoring</i>	<i>Research Mentor</i>								
<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>								
<i>Resource Persons</i>	<i>Resource Persons</i>			1					ATI training
<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>								
<i>Consultancy</i>	<i>Consultant</i>								
<i>Evaluator</i>	<i>Evaluator</i>								
<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	100						
<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *								





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

keep up the outstanding work.

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROSARIO A. SALAS

Performance Rating: OUTSTANDING

Aim: Maintain the Outstanding rating

Proposed Interventions to Improve Performance:

Date: July , 2020 Target Date: December 2020

First Step: To publish scientific paper in referred journal

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To write and submit research proposal to funding agencies

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To attend trainings/seminars, scientific conference related to agriculture

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

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Result:

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Publish scientific paper in referred journal

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Established strong linkage with LGU and ATI on external related activities

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Date: January 2021

Target Date: December 2021

Next Step:

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To publish scientific paper in referred journal

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To write and submit research proposal to funding agencies

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To attend trainings/seminars, scientific conference related to agriculture

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

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To maintain and improve the manage demonstration/learning site

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Outcome: \_\_\_\_\_

Final Step/Recommendation:

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Prepared by:

  
**VICTOR B. ASIO**  
Dean, CAFS

Conforme:

  
**ROSARIO A. SALAS**

Head, DOH