

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: SANTOS B. VILLOCINO, JR.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.90x50%= 2.45	
b. Students (50%)		4.50x50% = 2.25	
Total for Instruction	40%	4.7	1.88
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	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	10%	5	0.50
4. Administration	10%	5	0.50
5. Production	10%	5	.050
TOTAL			4.88

EQUIVALENT NUMERICAL RATING: 4.88

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.88

ADJECTIVAL RATING: Outstanding

Prepared by:

SANTOS B. VILLOCINO, JR.

Name of Faculty

Reviewed by:

ROSARIO A. SALAS

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

SUMMARY OF INDIVIDUAL RATINGS OF FACILITY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Facility Member: ANTONIO B. VILLANO JR.

Program Function	Rating (1-5)	Weight	Rating (1-5)	Weight
1. Instruction	4.00 (40%)	40%	4.00 (40%)	40%
2. Research	4.00 (40%)	40%	4.00 (40%)	40%
3. Extension	4.00 (40%)	40%	4.00 (40%)	40%
4. Administration	4.00 (40%)	40%	4.00 (40%)	40%
5. Production	4.00 (40%)	40%	4.00 (40%)	40%
TOTAL				

EQUIVALENT MEDICAL RATING:  
Add. Additional Points if any:  
TOTAL MEDICAL RATING:

ADDITIONAL RATING:

Grand Total:

ROSA R. A. SALAS  
Department Head

ANTONIO B. VILLANO JR.  
Name of Facility

VICTOR G. ASIO  
Director

BEATRIZ A. VILLANO  
Vice President

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

**SANTOS B. VILLOCIÑO, JR.**  
Faculty, Department of Horticulture  
Date: \_\_\_\_\_

  
**ROSARIO A. SALAS**  
 Head, Department of Horticulture  
 Date:

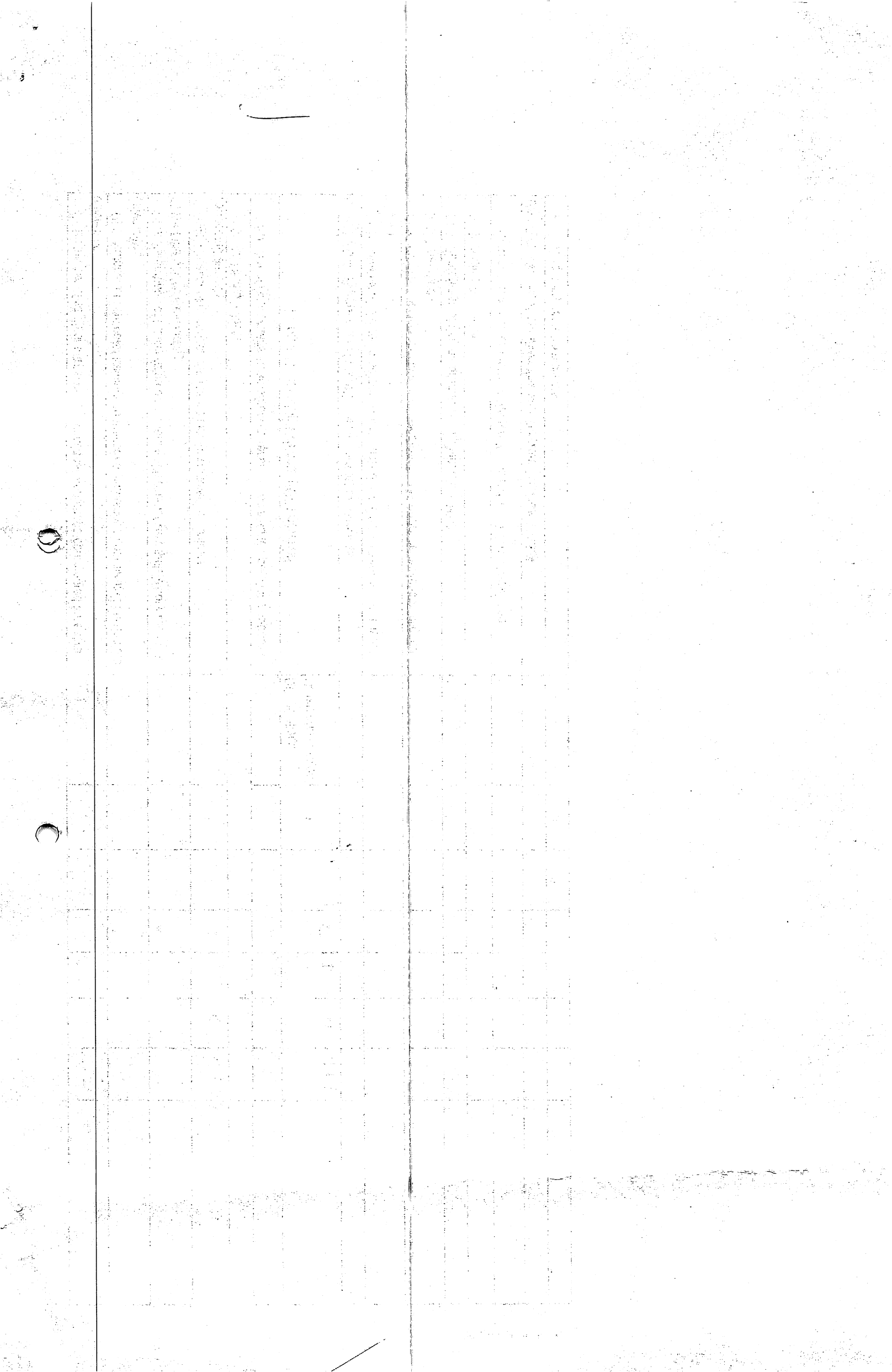
MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Quality	Efficiency	Timeliness	Average	
<b>UMFO 1. ADVANCED EDUCATION SERVICES</b>									
<b>OVPI MFO 1. Graduate Degree Program Management Services</b>									
PI 1: Graduate degree program monitored									
PI 2: Total graduate FTE monitored									
PI 3: Percentage increase in number of graduate students enrolled									
PI 4: Percentage increase in number of graduate students who graduated within prescribed period.									
<b>OVPI MFO 2. Graduate Student Management Services</b>									
PI 1: Number of graduate students awarded with scholarship/ assistantship									
PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period									
PI 3: Number of graduate students awarded with honors/distinction									
PI 4: Number of graduate student advised									
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>									

**OVPI MFO 1. Curriculum Program Management Services**

PI 1: Total undergraduate FTE monitored	Head/Faculty	69.1	23.50					
PI 2: Number of undergraduate curricular program compliant to CMO, approved and offered								
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								
PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period								
PI 6: Percentage increase in the number of undergraduate students enrolled	Head/Dean/OVPI	5	5	5	5	5	5	
PI 7: Number of academic/industry linkage established								
PI 8: Number of students advised	Head/Faculty	10	29	5	5	5	5	
PI 9: Number of student organization advised	Head/Faculty	1	1	5	5	5	5	
PI 10: Number of instructional materials developed								
<b>UMFO 3. RESEARCH SERVICES</b>								
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								
<i>int'l fora/conferences</i>								
<i>nat'l fora/conferences</i>								
<i>reg'l fora/conferences</i>								
<i>institutional fora/conferences</i>								
PI 3. Number of research projects conducted and/or completed on schedule								
PI 4. Number of research proposals submitted	Faculty/Dept. Research Coord.	1	1	5	5	5	5	
PI 5. Percent of research proposals approved								
PI 6. Amount of research money generated from external funding								
PI 7. Amount of research money generated from institutional funding								
PI 8. Additional outputs								


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PI 1: Number of seminars/ training/ conventions/ workshops coordinated for entire university								
PI 2: Number of seminars/ training/ conventions/ workshops coordinated outside the university								
PI 3: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated								
PI 4: Number of in-house/ seminars/training/ workshops/ reviews conducted/attended		1	1	4	5	5	4.66	
PI 5: Additional outputs								
<i>Number of faculty/staffs awards/honors received realated to operations support</i>								
Income Generating Projects (IGP) handled	DOH/College Ornamental Project	1		1	5	5	4	4.66
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>								
PI 1: Number of degree programs which passed accreditation/evaluation at least Level 1								
PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards								
PI 3: Percentage of degree program compliant with CHED								
PI 4: Additional outputs								
<i>Number of activities organized/ attended/ assisted/ participated/ facilitated</i>								
<b>UMFO 6. General Administration and Support Services (GASS)</b>								
PI 1: Zero complaints from clients		0	0					



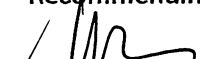
PI 2: Additional outputs/ Best practices									
OTHERS:									
As Coordinator of Students Internship Abroad Program-Israel (SIAP)									
Facilitate deployment of BSA OJT Students to Israel		DOH- CAFS/Faculty USSO	10	10	5	5	5	5	
	TOTAL OVERALL RATING :								
	AVERAGE RATING :								4.90
	ADJECTIVAL RATING :								5

Evaluated and rated by:

  
ROSARIO A. SALAS  
Head, DOH


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

Recommending Approval:

  
VICTOR B. ASIO  
Dean, CAFS

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

Approved by:

  
BEATRIZ S. BELONIAS  
Vice President for instruction

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

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

Comments & Recommendations  
Development Purpose:

Keep up the  
good work



**EMPLOYEE DEVELOPMENT PLAN**

**Name of Employee:** SANTOS B. VILLOCINO, JR.

**Performance Rating:** Outstanding

**Aim:** Enhance Work Efficiency

Proposed interventions to Improve Performance:

Date: January, 2018

Target Date: December, 2018

First Step:

- 1 Update Instructional Materials (IMs)
- 2 Maintain and Improve operation of the managed Ornamental Project
- 3 Increase income by 20% of the STF Ornamental Project
- 4 Facilitate the processing of documents and deployment of 10 OJT Students in Agrostudies Internship Program in Israel
- 5 Accept Thesis and Research Advising of Horticulture students
- 6 Supervise and monitor ViHOS campus and off-campus activities
- 7 Revise YRRP DA funded project proposal and conduct study

Result:

- 1 Updated Instructional Materials (IMs)
- 2 Maintained and Improved operation of the managed Ornamental Project
- 3 Maintained income of the STF Ornamental Project
- 4 Facilitated the processing of documents and deployment of 10 OJT Students in Agrostudies Internship Program in Israel
- 5 Accepted Thesis and Research Advising of Horticulture students
- 6 Supervised and monitored ViHOS campus and off-campus activities
- 7 Revised YRRP DA funded project proposal and conducted study

Date: January, 2019

Target Date: December, 2019

Next Step:


- 1 Write and submit one (1) research proposal to a research funding agency
- 2 Attend conferences, trainings, and seminars related to the field of specialization.
- 3 Actively participate in all college and departmental activities.
- 4 Accept more Horticulture Thesis Advisees
- 5 Prepare and present Annual Report for C.Y. 2018

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

Final Step/Recommendation:

Presentation of research proposal for approval

Prepared by:

  
**ROSARIO A. SALAS**  
Unit Head

Conformer

  
**SANTOS B. VILLOCINO, JR.**  
Name of Ratee Faculty/Staff

*The signature*

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