### Exhibit K

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: <u>SANTOS B. VILLOCINO, JR.</u>

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		4.90x50%= 2.45	
b. Students (50%)		$4.50 \times 50\% = 2.25$	
Total for Instruction	40%	4.7	1.88
2. Research			
a. Client/Dir. for Research (50%)		$5 \times 50\% = 2.5$	
b. Dept. Head/Center Director		5 x 50% = 2.5	
(50%)			
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		$5.0 \times 50\%$ ) = 2.5	
b. Dept Head/Center Director		$5.0 \times 50\% = 2.5$	
(50%)			
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

SANTOS B. VILLOCINO, JR.

Name of Faculty

Prepared by:

Reviewed by:

ROSARIO A. SALA

Department Head

Recommending Approval:

VICTOR B. ASIC

Dean/Director

Approved:

BEATRIZ'S, BELONIAS

Vice President

## SUMMARY OF INDIVIDUAL RATINGS OF FACILTY MEMBERS WITH MITTIPLE RUNCTIONS

Name of Facally Member - SANTONE VILLOCKO III

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Visayas State University INSTRUCTION

Visca, Baybay City, Leyte

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, SANTOS B. VILLOCINO, JR., 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.

SANTOS B. V	LLOCINO, JR.
	ment of Horticulture
Date:	<u> </u>

ROSARIO A. SALAS

Head, Department of Horticulture

Date:

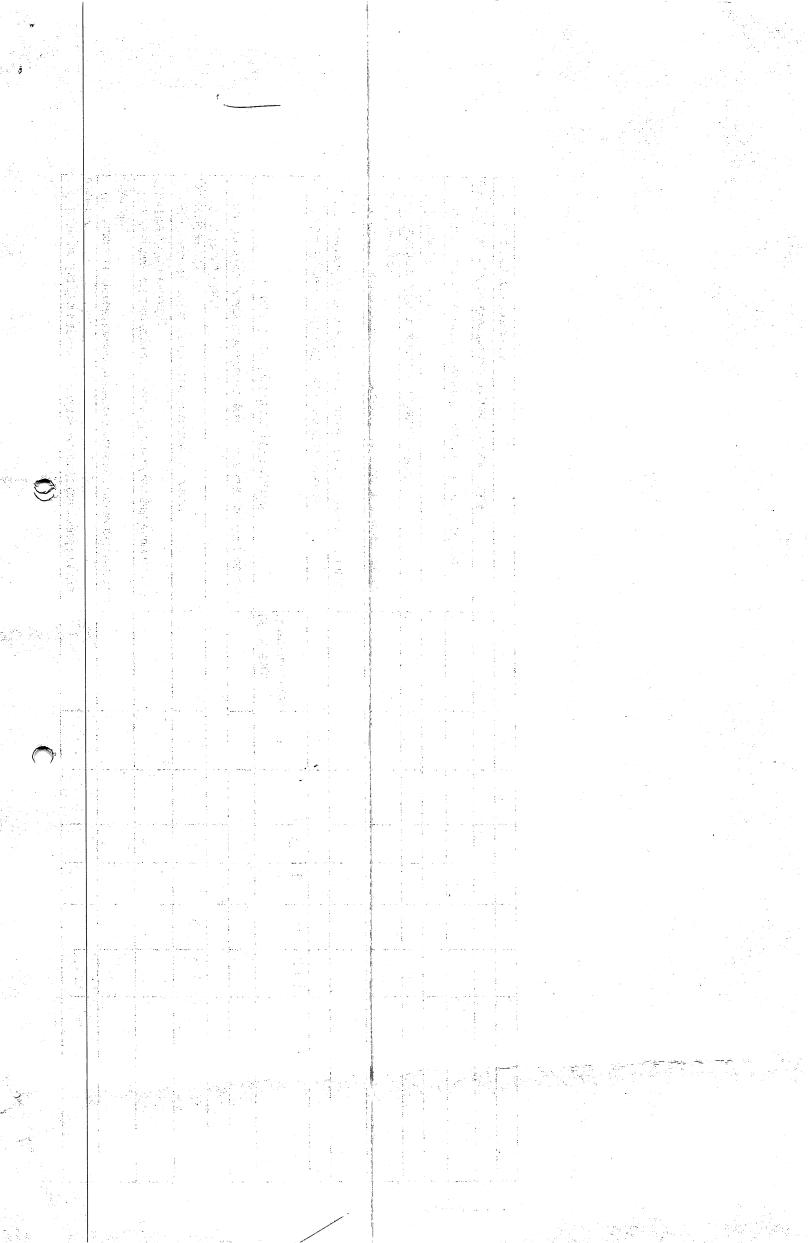
		Units/Persons		Actual		R	ating		
MFO Description	MFO Description  Success/Performance Indicator (PI)			Accom- plishment	Quality	Efficiency	Timeliness	Average	Remark
UMFO 1. ADVENCED EDUCATION SERVICE	S								
OVPI MFO 1. Graduate Degree Program Mai	nagement Services								
PI 1: Graduate degree program monitored									
PI 2: Total graduate FTE monitored									
PI 3: Percentage increase in number of gra	duate students enrolled								
PI 4: Percentage increase in number of graph prescribed period.	aduate students who graduated within								
OVPI MFO 2. Graduate Student Managemer	OVPI MFO 2. Graduate Student Management Services								
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	PI 3: Number of graduate students awarded with honors/distinction								
PI 4: Number of graduate student advised									
UMFO 2. HIGHER EDUCATION SERVICES									

OVPI MFO 1. Curriculum Program Management Services								
Pl 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 undrgraduate students enrolled	Head/Dean/OVPI	5	5	5	5	5	5	
PI 7: Numbe of academe/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								
UMFO 3. RESEARCH SERVICES								
Pl 1. Number of published papers in internationally indexed journals								
refereed int'l journals								
refereed nat'l journals								
institutional journals								
Pl 2. Number of research outputs presented in regional/national/ int'l for a								
int'l fora/conferences								
nat'l fora/conferences								
reg'l fora/conferences								
institutional fora/conferences								
Pl 3. Number of research projects conducted and/or completed on schedule								
PI 4. Number of research proposals submitted	Faculty/Dept. Reseacrh Coord.	1	١	وا	15	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								

		_	_		
No. of research-related awards (research conducted by faculty or student w/					
UMFO 4. EXTENSION SERVICES					
PI 1. Number of person-days trained weighted by length of training					
PI 2. Number of trainings conducted					
PI 3. Number of IEC materials/technoguides developed/used					
PI 4. Number of beneficiaries served					
Groups					
Individuals					
PI 5. Number of technical / expert services			1		
Research mentoring					
Peer reviewers/ Panelist				-	
Resource Person					
Convemor/ Organizer					
Consultancy			-		
Evaluator					
PI 6. Number of extension project conducted					
PI 7. Number of extension proposal submitted					
PI 8. Percent of extension proposal approved					
PI 9. Amount of extension money generated from external funding					
PI 10. Amount of extension money generated from institutional funding					
PI 11. Additional outputs  Number of extension-related awards (extension conducted by faculty and student					
UMFO 5. SUPPORTING TO ORGANIZATION				<u> </u>	
OVPI MFO 1. Faculty Development Services					
PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted					
OVPI MFO 2. Faculty Recruitment/Hiring Services					
PI 1: Number of faculty recruited/hired aligned with ISO standards					
OVPI MFO 3. Faculty Evaluation Services			-		

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								
Number of faculty/staffs awards/honors received realated to operations support								
Income Generating Projects (IGP) handled	DOH/College Ornamental Project	1	1	5	5	4	4,66	
OVPI MFO 4. Program and Institutional Accreditation Services		· · · · · · · · · · · · · · · · · · ·			<u> </u>		11.07	
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								
Pl 4: Additional outputs								
Number of activities organized/ attended/ assisted/ participated/ facilitated								
UMFO 6. General Administration and Support Services (GASS)								
PI 1: Zero complaints from clients		0	0					

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	<u> </u>		<u> </u>						
PI 2: Additional outputs/ Best practices									
OTHERS:									
As Coordinator of Students Internship Abroa	ad Program-Israel (SIAP)						_		
Facilitate deployment of BSA OJT Stude	nts to Israel .	DOH- CAFS/Faculty USSO	10	10	5	16	وا	5	
	TOTAL OVERALL RATING:								
	AVERAGE RATING:								4,90
	ADJECTIVAL RATING:								٥

Evaluated and r ROSARIO A. SAI Head, DOH		VICT	mmending App OR B. ASIO , CAFS	roval:	Approved by:  BEATRIZ S. BELONIAS  Vice President for instruction
Date:	<del></del>	Date	•		Date:
Legend:	1 - Quality	2 - Efficiency	3- Timeliness	4 - Average	

Comments & Recommendations Development Purpose:

Keep up the

### **EMPLOYEE DEVELOPMENT PLAN**

Name of E	mployee: SANTOS B. VILLOCINO, JR.
Performan	ce Rating: Outstanding
Aim: Enh	ance Work Efficiency
Proposed i	nterventions to Improve Performance:
Date: Janu	uary, 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 Supervise and monitor ViHOS campus and off-campus activities
6 7	Revise YRRP DA funded project proposal and conduct study
1	Revise TRRF DA funded project proposal and conduct stady
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	o:
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 Ste	p/Recommendation:
Pi	resentation of research proposal for approval
	Prepared by:
	ROSARIO A. SALAS Unit Head

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

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