

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: SUZETTE B. LINA (Assoc. Prof. III)
Period: **July to December, 2017**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Dean (50%)	25%	5.00	1.250
b. Students (50%)	25%	5.00	1.250
Total for Instruction	50%		2.50
2. Research			
a. Client/Dir. for Research (50%)	12.5%	4.98	0.622
b. Dept. Head/Dean (50%)	12.5%	4.98	0.622
Total for Research	25%		1.244
3. Extension			
a. Client/Dir. for Extension (50%)	5%	5.00	0.250
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	20%	4.93	0.986
5. Production			
TOTAL			4.98

EQUIVALENT NUMERICAL RATING: 4.98
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: _____

ADJECTIVAL RATING: Outstanding

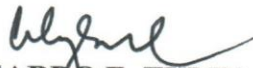
Prepared by:

Reviewed by:


SUZETTE B. LINA
Name of Faculty/Dept. Head


VICTOR B. ASIO
Dean, CAFS

Approved:


EDGARDO E. TULIN
President

Visayas State University
College of Agriculture and Food Science
DEPARTMENT OF SOIL SCIENCE
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, SUZETTE B. LINA, Associate Professor I of the Department of Soil Science, 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 1 to December 31, 2017. (Targets)


SUZETTE B. LINA, Ph.D.
Ratee

Approved: 
VICTOR B. ASIO, Ph.D.
Dean, CAFS

Date: _____

Date: _____

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment Details of Accomplishment	Rating				Remark
						Quality	Efficiency	Timeline	Average	
MFO 1: Advanced Education Services										
Graduate Degree Program Management Services										
		PI 1. Number of graduate degree specializations monitored	Monitored MS Soil Science degree program and screened, evaluated and recommended graduate students	1	1	4.0	4.0	4.0	4.0	
			Monitored graduate students enrolled in the department	2	4	5.0	5.0	5.0	5.0	Siarot, Barbadillo, Entuna, Kristine
		PI1. Number of Graduate thesis outline approved	Read and approved thesis outline	1	2	5	5	5	5	
		PI3: Number of graduate students awarded with scholarship/ assistantship	Monitored graduate students in the department awarded with scholarship under my advisanship	1	11	5	5	5	5	
		PI4: Percentage of graduate students awarded with scholarship/assistantship who graduated within prescribed period	Monitored and recommended graduate students awarded with scholarship for graduation (GAC Member)	1	0	2	2	2	2.0	

MFO 2 Higher Education Services												
Under Graduate Degree Program Management Services												
		PI 1. Number of FTE	Teach: SS 110, SS 24, Earth Sci	Teach	15.00	15.7125	4	4	4	4	4.0	
		PI 2. Number of degree of specialization compliant to CMO supervised and monitored	Supervised and monitored BSA-Soil Science program compliant to CMO		1	1	4	4	4	4	4.0	
Undergraduate Student Management Services												
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser, SRC member and dept. head		6	8	5	5	5	5	5	
Student advising and consultation services												
		PI 1. Number of academic advisees	Advised students on what subjects to take and approve COR		15	20	5	5	5	5	5.0	
		PI 2. Number of student-related activities assisted	Approved and monitored student activities as dept. head		5	6	5	5	5	5	5.0	
		Number of instructional materials developed/revised										
		PI 3. Revised Lab. Manual	Reviewed the revised lab manual in SS 22/Summer practicum, SS 110 and SS 23 as dept. head and contributor		1	3	5	5	5	5	5.0	
		PI 5. Number of graduate students gainfully employed in jobs related to their undergraduate program	Recommended either for scholarship/work		2	3	5	5	5	5	5	
MFO3. Faculty Evaluation Services		PI 1. Teaching Performance	All subjects handles		VS	Outstanding	5	5	5	5	5.0	
MFO 4 Research Services												

[illegible]

	PI 5. Number of Training Conducted	YLP Training with the LFTs and Vegetable Training with ACIAR Project	1	1	4	4	4	4	4.0
	PI 6. Number of walked-in private clients served	(Consultation on Soil Fertility related matters & Soil Test Results Interpretations)	2	5	5	5	5	5	5.0
	PI 7. Number of Scientific Papers reviewed	UPLB Graduate External Evaluator	0	1	5	5	5	5	5.0
MFO 6 Support to Operations									
	<i>Faculty Development Services</i>								
	PI 1. Number of faculty pursuing advanced research degree programs (PhD.) facilitated, monitored & assisted	Ms.CMO Quinones, recommended for renewal and monitored her grad studies	1	1	4	4	4	4	4.0
	PI 2. Number of graduate teaching assistant recruited	Mr. Warren Kim Siarot	0	1	5	5	5	5	5.0
MFO 7 General Admin and Support Services									
	PI 1. Number of departments and/or service units supervised and monitored	DSS faculty, staff and students	30	65.00	5	5	5	5	5.00
	PI 2. Number of documents attended and served	DTR, CSR, PRs, Job requests, letter requests, IPGR,OPCR,PPMP, Faculty workload,others	8	200	5	5	5	5	5.00
	PI 3. Number of academic lecture/laboratory rooms supervised for cleaning and maintenance	All DSS lab and lecture rooms	6	6	4	4	4	4	4.00
	PI 4. Number of CR's supervised for cleaning and maintenance	Students' CR	1	1	4	4	4	4	4.0
	PI 5. Number of department meetings conducted	Meeting with faculty, meeting with APC and APC	4	5	5	5	5	5	5.0
	PI 6. Number of EXECOM meetings attended	Regular and emergency meeting	2	2	4	4	4	4	4.0
	PI 7. Number of College/University meetings attended	Accreditation, QAC, meeting at OP	3	10	5	5	5	5	5.0
	PI 8. Number of committee membership	AACUP-University,Scholarship-College level, Department-based Comm.	4	5	5	5	5	5	5.0
	PI 9. Number of office and laboratory equipment requested and purchased	ovens, glasswares, etc (Sugar Regulatory Admin)	3	>50	5	5	5	5	5.0
	PI 10. Zero percent complaint from clients served	None	0% complain	0	5	5	5	5	5.0
	Additional Outputs								
	PI 11.Field services coordination and monitoring	Coordinated DSS field farm workers/coordinator	3	3	5	5	5	5	5.0

Total Over-all Rating		170	
Average Rating		4.470	
Adjectival Rating			

Average Rating (Total Over-all divided by 4)	rating	170
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.47
ADJECTIVAL RATING		

Comments & Recommendations for Development Purpose:

Calibrated by:



REMBERTO A. PATINDOL
Chairman, PMT
Date:

Recommending Approval:



BEATRIZ S. BELONIAS, Ph.D.
VP for Instruction
Date:

Approved:



EDGARDO E. TULIN, Ph.D.
President
Date

- 1 – quality
2 – Efficiency
3 – Timeliness
4 - Average