

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ZENAIDA C. GONZAGA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.96 \times 50\% = 2.48$	
b. Students (50%)		$4.66 \times 50\% = 2.33$	
Total for Instruction	40%	4.98	1.92
2. Research			
a. Client/Dir. for Research (50%)		$5 \times 50\% = 2.5$	
b. Dept. Head/Center Director (50%)		$5 \times 50\% = 2.5$	
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	10%	5	0.5
5. Production	5%	5	.25
TOTAL			4.92

EQUIVALENT NUMERICAL RATING: 4.92

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.92

ADJECTIVAL RATING: Outstanding

Prepared by:

ZENAIDA C. GONZAGA
Name of Faculty

Reviewed by:

ROSARIO A. SALAS
Department Head

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President

1985-1986
AK 1078 5310

1999

1985-1986
AK 1078 1986

Recommended Citation:

[Faint handwritten notes or signatures]

ADRIAN W. BYLAND

10177 1/2 WASHINGTON AVE
NEW YORK, NEW YORK 10025

ENCLOSURE 2010-07-04

10/24/2019

SECRET

[illegible]

155

1. *Staphylococcus aureus* (100%)

10137			
1. PRODUCTION	100	1	100
2. VEHICLE OPERATION	100	1	100
3. EQUIPMENT MAINTENANCE	100	1	100
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UNIVERSITY OF FLORIDA LIBRARY UNIVERSITY MICROFILMS

QUESTIONS AND ANSWERS
 QUESTIONS ON THE 1977-78 BUDGET OF THE LOCAL GOVERNMENTS

EXPERIMENT 1

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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ZENAJDA C. GONZAGA, Professor IV, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2018.

Zenajda C. Gonzaga
ZENAJDA C. GONZAGA
Ratee

Date: _____

Rosario A. Salas
ROSARIO A. SALAS, Ph.D.
Head, DOH

Date: _____

MFOs and Performance indicators	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
MINIMUM Pis PER MFO FOR ACADEMIC DEPARTMENT'S OPCR									
UFMO 1	ADVANCED EDUCATION SERVICES								
	OVPI MFO 1 Graduate Degree Program Management Services								
	PI 1 Graduate degree program monitored								
	PI 2* Total Graduate FTE monitored	Hort 304	1	1.6	5	5	5	5	Hort 304 lec (4) Hort 304 lab (4)
	PI 3. Percentage increase in number of graduate students enrolled								
	PI 4 Percentage increase in number of graduate students who								
	OVPI MFO 2 Graduate Student Managemet Services								
		April Mae Batuigas, Eddie Cagasan, Joy Codog, Renerio Duallo, Malvin Datan, Warren Obeda, and	3	7	5	5	5	5	
	PI 1 Number of graduate students awarded with scholarships/ assistantships								
	PI 2 Percentage of graduate students awarded with scholarship/ assistantship who graduated within the prescribed period								
	PI 3 Number of graduate students awarded with honor/distinction upon graduation								
	PI 4 Number of graduate students advised	April Mae Batuigas, Renerio Duallo, Eddie Cagasan, Jennifer Celadis, Joy Codog, Malvin Datan, Warren Obeda, Ariel Paguntalan and Richileda	4	9	5	5	5	5	
UMFO 2	HIGHER EDUCATION SERVICES								
	OVPI MFO 1 Curriculum Program Management Services								

	PI 1*	Total Undergraduate FTE monitored	Hort 22; Hort 200	10	18.60	5	5	5	5	Hort 22 lec (78), Hort 22 lec (91), Hort 200 (17)
	PI 2	Number of undergraduate curricular programs compliant to CMO approved and offered								
	PI 3	Averaged passing percentage in licensure examinations in mandated program								
	PI 4	Number of undergraduate graduates in mandated programs graduated within the prescribed period	Caintic U., Calibud G., Catindoy J., Cultura ML., Maturan C., Bastasa J., Godoy K., Maranguit N., Quirante R.	4	9	5	5	5	5	
	PI 5	Percentage increase in the number undergrad students who graduated within the prescribed period								
	PI 6	Percentage increase in the number undergrad students enrolled								
	PI 7	Number of academe/industry linkage established								
	PI 8	Number of students advised	Unay, J., Quirante R., Ruedas R. Cabahit C.J., Caintic U., Calibud G., Catindoy J., Cultura ML., Maturan C., Bastasa J., Godoy K., Maranguit N.,	8	17	5	5	5	5	
	PI 9	Number of student organizations advised/assisted								
	PI 10	Number of instructional materials developed								
UMFO 3	RESEARCH SERVICES									
	PI 1*	Number of published papers in internationally indexed journals								
		refereed int'l journals	Acta Horticulturae	1	2					Gonzaga, Z.C., J.C. Rom, O.B. Capuno, G.S. Rogers. Growth and yield of lettuce (Lactuca sativa L.) as influenced by methods of raising seedlings under two types of cultivation system 2018. 10.17660/ActaHortic.2018.12 05.108
										Gonzaga, Z.C., J.R.O. Robido, J.C. Rom, O.B. Capuno, G.S. Rogers. Growth and yield of lettuce (Lactuca sativa L.) as influenced by methods of raising seedlings under two types of cultivation system. 10.17660/ActaHortic.2018.12 05.107

		J. of Tropical Plant Pathology. V. 53.no 1 and 2.	1	1	5	5	5	5	Borines, L. M. R. M. Sagarino, Z. C. Gonzaga, G.C. Castillo, G. Rogers, S. Macdougall and L. Tesoriero. 2017. Organic soil amendments with cabbage residues reduce disease and improve yield of tomato.
		<i>refereed nat'l journals</i>							
		<i>institutional journals</i>							
	PI 2*	Number of research outputs presented in regional/national/international for a/conferences							
		<i>international for a/conferences</i>							
		<i>national for a/conferences</i>							
		<i>institutional for a/conferences</i>							
	PI 3	Number of research projects conducted and/or completed on scheduled							
	PI 4	Number of research proposals submitted							
	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							
		<i>Number of research-related awards (faculty & student/faculty)</i>							
		Recipient of the SEARCA Regional Professorial Chair Grant for AY2018/2019 in the field of Horticulture	1	1	5	5	5	5	
UMFO 4	EXTENSION SERVICES								
	PI 1	Number of person-days trained weighted by length of training	40	63	5	5	5	5	
	PI 2	Number of trainings conducted	1	2	5	5	5	5	
	PI 3	Number of IEC materials/technoguides developed/used	50	60	5	5	5	5	
	PI 4	Number of beneficiaries served							
		<i>Groups</i>							
		<i>Individuals</i>							
	PI 5	Number of technical/expert services							
		<i>Research Mentoring</i>	10	26	5	5	5	5	
		<i>Peer reviewers/Panelist</i>							
		Refresher course for Facilitators on Climate Smart Farm Business School (CSFS) on Vegetable Production on May 7-11, 2018 at ATI-RTC 8,VSU,Visca, Baybay City, Leyte	1	2	5	5	5	5	
		<i>Resource Persons</i>							

		Vegetable Production under protective structural Design on May 9, 2018 at Brgy. Cabalasan, Gymnasium Baybay City, Leyte							
	Convenor/Organizer	Pre-test of ACIAR Waray Best Practices Guides in Protected structure and open field ampalaya, Tomato, sweet pepper, pechay, lettuce, kangkong, and seedling production) on February 5-7,2018 at selected municipalities in Leyte	1	2					
		Pre-test of ACIAR Cebuano Best Practices Guides in Protected structure and open field ampalaya, Tomato, sweet pepper, pechay, lettuce, kangkong, and seedling production) on April ,2018 at selected municipalities in Leyte and So. Leyte							
	Consultancy	ACIAR technical consultant for protected cultivation	1	2	5	5	5	5	
		CAPE Consultant							
	Evaluator								
	PI 6	Number of extension projects conducted	1	1	5	5	5	5	
	PI 7	Number of extension proposals submitted							
	PI 8	Percent of extension proposals 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 faculty & student							
UMFO 5	SUPPORTING TO ORGANIZATIONS								
	OVPI MFO 1	Faculty Development Services							
	PI 1	Number of faculty pursuing advanced research degree programs							

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ZENaida C. GONZAGA
Performance Rating: _____

Aim: Maintain the outstanding rating

Proposed Interventions to Improve Performance:

Date: January, 2018 Target Date: December, 2018

First Step:

Publish scientific papers in referred journal
Write and submit research proposal to funding agencies
Attend training/seminars/scientific conferences related to agriculture
Continue establish strong linkage with LGU and ATI-8 on extension related activities

Result:

Had published scientific paper in referred journal
Had written and submitted research proposal to funding agencies
Had attended training/seminars/scientific conferences related to agriculture
Had established strong linkage with LGU and ATI-8 on extension related activities

Date: January, 2019 Target Date: December, 2019


Next Step:

Publish scientific paper in referred journal
Write and submit research proposal to funding agencies
Attend training/seminars/scientific conferences related to agriculture
Maintain strong linkage with LGU and ATI-8 on extension related activities
Advise students (graduate, undergraduate, high school and elementary)

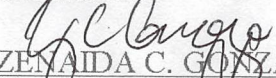
Outcome: _____

Final Step/Recommendation:

Prepared by:


ROSARIO A. SALAS
Unit Head

Conforme:


ZENaida C. GONZAGA
Name of Ratee Faculty/Staff

EMPLOYMENT RECORD

Name of Employee: JOHN A. D. GORDON
Performance Rating:

What is the outstanding issue?

Proposed interventions to improve performance:

From: January 2018 To: December 2018

First Step:

Provide scientific evidence to support proposal
With and without research proposal to funding agencies
Attend training/seminars related to scientific
Conduct and publish research in the field of science and technology

Results:

Had published scientific paper in refereed journal
Had written and submitted research proposal to funding agencies
Had attended training/seminars related to scientific
Had published research in the field of science and technology

From: January 2019 To: December 2019

Next Step:

Provide scientific evidence to support proposal
With and without research proposal to funding agencies
Attend training/seminars related to scientific
Conduct and publish research in the field of science and technology

Comments:

Final step/evaluation:

Training:

2020 JANUARY
Unit Head

Signature of John A. D. Gordon
Date of Review: January 2020