Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

ZENAIDA C. GONZAGA Name of Faculty Member:

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction		4.96x50%= 2.48	
a. Head/Dean (50%) 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%) b. Dept. Head/Center Director		5 x 50% = 2.5 5 x 50% = 2.5	
(50%) Total for Research	30%	4.4	1.5
3. Extension a. Client/Dir. for Extension (50%) b. Dept Head/Center Director (50%) Total for Extension	15%	$5.0 \times 50\% = 2.5$ $5.0 \times 50\% = 2.5$	0.75
4. Administration	10%	5	0.5
5. Production TOTAL	5%	5	.25 4.92

EQUIVALENT NUMERICAL RATING:

4.92

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

<u>4.92</u>

ADJECTIVAL RATING:

Outstanding

Reviewed by:

Department Head

Recommending Approval:

Dean/Director

Approved:

Vice President

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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I. ZENAIDA 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	e period January to June 2018
ZENAJDA C. GONZAGA Ratee	ROSARIO A. SALAS, Ph.D.
Date:	Head,DOH
	Date:

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MFOs and Performance indicators			Success Indicator (SI)	Task Assigned	Target	Actual Accom- plishme	Quality	Efficiency	Timeliness	Average	Remark
		MINIMU	M Pis PER MFO FOR ACADEMIC DEPARTMENT'S OPCR						-		
UFMO 1	ADVANCED ED	UCATON SE	RVICES			<u> </u>				1	
	OVPI MFO 1		Degree Program Management Services							1	
		PI 1	Graduate deree 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			<u> </u>					
	OVPI MFO 2	Graduate	Student Managemet Services			<u> </u>					
				April Mae Batuigas, Eddie Cagasan, Joy Codog, Renerio Duallo,Malvin	3	7	5	5	5	5	
		Pl 1	Number of graduate students awarded with scholarships/	Datan, Warren Obeda, and	L	ļ		1	ļ		
			assistantships		ļ			ļ		_	
		PI 2	Percentage of graduate students awarded with scholarship/		ļ			ļ			
			assistantship who graduated within the prescribed period		<u> </u>		ļ	ļ	_	ļ	
		PI 3	Number of graduate students awarded with honor/distinction			ļ			<u> </u>	ļ	
			upon graduation			ļ		ļ	ļ		
		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 EDUC	ATION SERV	/ICES								
	OVPI MFO 1	Curriculu	m Program Management Services								

	1							т		I
	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					T			
	PI 3	Averaged passing percentage in licensure examinations in					1			
		mandated program								
	PI 4 graduated within the pre	•	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	Percentag increase in the number undergrad students who						<u> </u>		
		graduated withinn the prescribed period			L		<u></u>			
	PI 6	Percentage increase in the number undergrad students enrolled								
	PI 7	Number of academe/industry linkage established						L		
	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	ς	5	\$	5	
	PI 9	Number of student organizations advised/assisted			ļ		 	ļ		
	Pi 10	Number of instructional materials developed		 		 	 			
UMFO 3	RESEARCH SERVICES			-	<u> </u>		 	ļ		
	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

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		refereed nat'l journals	J. of Tropical Plant Pathology. V. 53.no 1 and 2.	1	1	\$	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.
		institutional journals			ļ	ļ				
	PI 2*	Number of research outputs presented in regional/national/		ļ	ļ	ļ				
		international for a/conferences			ļ	 		ļ	ļ	
		international for a/conferences								
		national for a/conferences								
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	PI 3	Number of research projects conducted and/or compited 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								
		Number of research-related awards (faculty & student/faculty)	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	15	5	5	5	
	PI 2	Number of trainings conducted		1	2	I	3	1	3-	
	PI 3	Number of IEC materials/technoguides developed/used	Best practices guides	50	60	3	,5	5	5	
	Pi 4	Number of benificiaries served				1				
		Groups								
		Individuals				1				
	PI 5	Number of technical/expert services						1		
		Research Mentoring		10	26	5	3	5	5	
		Peer reviewers/Panelist								
			Refersher course for					İ		
			Facilitators on Climate	l		l			1	
			Smart Farm Business							
			School (CSFS) on Vegetable	l .		1				
1			Production on May 7-11,	1		1		1		
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			2018 at ATI-RTC	l	1	1	1	ł	i	1
			2018 at ATI-RTC 8,VSU,Visca, Baybay City,			سی ا	٠	5	5	

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		Vegetable Production							
		under protective structural							
1		Design on May 9, 2018 at							
		Brgy. Cabalasan,		l					
		Gymnasium Baybay City,							
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		open field ampalaya,				İ			
		Tomato, sweet pepper,							
		pechay, lettuce, kangkong,		1	1				
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		selected municipalities in		2					
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1		municipalities in Leyte and			ļ	1			
		So. Leyte			L				
		ACIAR technical consultant	1	2	5	ا	_	_	
	Consultancy	for protected cultivation		-	>	5	5	5	
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	Evaluator				<u> </u>				
		Horticulture for							-
		Environment and	1	1	5	_	5	2	
	PI 6 Number of extension projects conducted	Livelihood promotion		L	<u> </u>	5		0	
	PI 7 Number of exension 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								

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		PhD) facilitated, monitored & assisted				<u> </u>		ļ		
OVPI MFO 2	Faculty Recruit	ting/Hiring Services								
	PI 1	Number of faculty recruited/hired aligned with ISO standard								
OVPI MFO 3	Faculty Evalua	tions Services								
	Pl 1	Number of seminars/trainings/conventions/workshops coordinated								
		for entire university								
	PI 2	Number os seminars/trainings/conventions/workshops coordinated								
		outside of 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/trainings/workshops/reviews								
		conducted attended								
	PI 5	Additional outputs								
		Number of faculty/staff awards/honors received related to operation	95			ļ		<u> </u>		
		support								
OVPI MFO 4	Program and i									
	Pl 1	Number of degree programs which passed accreditation/evaluation								
		at least Level 1								
	PI 2	QMS on faculty recruitment, development								
	P1 3	Percentage of degree program compliant with CHED						ļ		
	PI 4	Additional Outputs								
			Chairman AACUP Survey							
			for PhD in Horticulture -	1	1	-	_	<u></u>		
	N	mber of activities organized/attended/assisted/participated/facilitated	Research			-5	න	0	0	
GENERAL ADN	VINISTRATION &	SUPPORT SERVICES								
	PI 1	Zero complaints from clients		0	0					
	PI 2	Additional Outputs/Best Practices						l		
		TOTAL OVER-ALL RATING								
		AVERAGE RATING							5	
		ADJECTIVAL RATING							0	
	OVPI MFO 4	OVPI MFO 2 Faculty Recruit PI 1 OVPI MFO 3 Faculty Evalua PI 1 PI 2 PI 3 PI 4 PI 5 OVPI MFO 4 Program and in PI 1 PI 2 PI 3 PI 4 PI 5 OVPI MFO 4 Program and in PI 1 PI 2 PI 3 PI 4	PI 1 Number of faculty recruited/hired aligned with ISO standard OVPI MFO 3 Faculty Evaluations Services PI 1 Number of seminars/trainings/conventions/workshops coordinated for entire university PI 2 Number os seminars/trainings/conventions/workshops coordinated outside of 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/trainings/workshops/reviews conducted attended PI 5 Additional outputs Number of faculty/staff awards/honors received related to operation support OVPI MFO 4 Program and institutional Accreditation Services PI 1 Number of degree programs which passed accreditation/evaluation at least Level 1 PI 2 QMS on faculty recruitment, development PI 3 Percentage of degree 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Evaluated and rated by: ROSARIQ A. SALAS Head; DOH		VICTO	mending Approval: R B. ASIO CAFS	Approved by: BEATRIZ S. BELOMIAS Vice President for instruction
Date:		Date:		/ Date:
Legend: 1 - Quality	2 - Efficiency	3- Timeliness	4 - Average	

Comments & Recommendations for Development purposes

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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 five line according
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:
HI.
ROSARIO A. SALAS

Conforme:

ZENAIDA C. GONZAGA

Name of Ratee Fleulty/Staff

EMPLOTEE DRY SUPPRETARY PLAN

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