

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Victor B. Asio (Professor VI)

Period: January to June, 2018

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Dean (50%)	12.5%	5.00 x 0.125	0.625
b. Students (50%)	12.5%	5.00 x 0.125	0.625
Total for Instruction	25%		1.250
2. Research			
a. Client/Dir. for Research (50%)	12.5%	5.00 x 0.125	0.625
b. Dept. Head/Dean (50%)	12.5%	5.00 x 0.125	0.625
Total for Research	25%		1.250
3. Extension			
a. Client/Dir. for Extension (50%)	5%	5.00	0.250
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	45%	4.987	2.244
5. Production			
TOTAL			4.991

EQUIVALENT NUMERICAL RATING: 4.994

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.994

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Reviewed by:



VICTOR B. ASIO


Name of Faculty/Dept. Head



BEATRIZ S. BELONIAS

VP for Instruction

Approved:


BEATRIZ S. BELONIAS

V Pres. for Instruction

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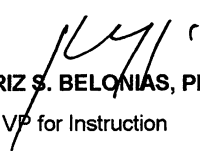
Belmont

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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, VICTOR B. ASIO, Professor VI of the Department of Soil Science, and Dean of the College of Agriculture commits to deliver and agree to be rated on the attainment of the following target in accordance with the indicated measures for the period January 1 to June 30, 2018. (Accomplishments)


VICTOR B. ASIO, Ph.D.
Ratee

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

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Details of Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 1: Advanced Higher Education Services										
Graduate Degree Program Management Services										
		PI 1. Number of FTE	Total FTE ; SS 212 (Lec&Lab-7); SS 299 (4students)	1.33	3.89	5.0	5.0	5.0	5.0	
		PI 2. Number of graduate students enrolled (advisees)	Monitored graduate students under my advisorship	4	8	5.0	5.0	5.0	5.0	Oraiz, Anonuevo, Pedrosa, Aribado, Atup, Cumad, Cascante, Entuna

		PI.3 Percentage increase in number of graduate students who graduated within prescribed period	Recommended graduate students for graduation	3	6	5.0	5.0	5.0	5.0	Oraiz,Anonuevo,Pedrosa, Aribado, Atup,Cascante
Graduate Student Management Services										
		PI1. Number of Graduate thesis outline approved	Read and approved thesis outline	2	9	5	5	5	5.0	Oraiz,Anonuevo,Pedrosa, Aribado, Atup,Cascante,Cumad & Entuna, Bravo
		PI2. Number of Graduate manuscripts approved	Read, provide suggestions for improvement and approved graduate manuscript	1	6	5	5	5	5.0	Oraiz,Anonuevo,Pedrosa, Aribado, Atup,Cascante, Binongo
		PI3: Number of graduate students awarded with scholarship/ assistantship (Advisees and GAC)	Monitored graduate students awarded with scholarship	4	9	5	5	5	5.0	Oraiz,Anonuevo,Pedrosa, Aribado, Atup,Cascante,Cumad & Entuna
		PI4: Percentage of graduate students awarded with scholarship/assitanship who graduated within prescribed period	Monitored and recommended graduate students awarded with scholarship for graduation	50%	83%	5	5	5	5.0	Oraiz,Anonuevo,Pedrosa, Aribado, Atup
		PI5. Number of graduate students gainfully employed in jobs related to their graduate program	Disseminated information on job availability to the young graduates and some were recommended to jobs related to their trainings	3	6	5	5	5	5.0	Oraiz,Anonuevo,Pedrosa, Aribado, Atup,Cascante
MFO 2 Higher Education Services										
Under Graduate Degree Program Management Services										
		PI 1. Number of FTE	Total FTE ; SS 112 Lec(111 students); SS 212 (Lec&Lab-7);SS118 (Lec&Lab-18); SS 199C (16 students);SS 299 (4students)	3.00	7.467	5	5	5	5.0	

		PI 2. Number of degree programs compliant to CMO supervised and monitored	Supervised and monitored BSA, BSDevCom, BSFT programs compliant to CMO	1	3	5	5	5	5.0	
		PI.3 Percentage increase in number of students who graduated within prescribed period	Recommended undergraduate students for graduation	2	4	5	5	5	5.0	Belmores, Mahipos, Eneres,Abrematea
Undergraduate Student Management Services										
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser, SRC member	2	8	5	5	5	5.0	Belmores, Mahipos, Eneres,Abrematea, Munsad,Toledo,Pizon ,Paculaba
		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and SRC Member	3	8	5	5	5	5.0	Belmores, Mahipos, Eneres,Abrematea, Munsad,Toledo,Pizon ,Paculaba
		Student advising and consultation services								
		PI 3. Number of academic advisees	Advise students on what subjects to take and approve COR	8	15	5	5	5	5.0	1st yr to 4th yr
		PI 4. Number of student-related activities assisted	Approve and monitor student activities as adviser and Dean	5	10	5	5	5	5.0	CAFS SSC activities, & overtime work during the conduct of students'thesis
		PI 5. Number of instructional materials developed/revised								
		<i>Revised Lab. Manual (SS 112 and Envi 114)</i>	Review the revised lab manual in SS 22/Summer practicum as Professor, Dean and contributor	1	3	5	5	5	5.0	SS 112 & Envi 114
		PI 6. Additional outputs								
		<i>Number of Computer Software Developed</i>								

MFO3. Faculty Evaluation Services		PI 1. Teaching Performance	All subjects handles	VS	Outstanding	5	5	5	5.0	All subjects
MFO 4 Research Services										
		PI 1. Number of published papers in internationally indexed journals								
		<i>In refereed int'l journals</i>		0	1	5	5	5	5.0	Villasica et al. 2018. ATR 40:71-88
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
		<i>In nat'l fora/conferences/Seminars</i>	ACIAR Soil Project Meeting	1	2	5	5	5	5.0	
		PI 3. Number of research projects conducted and/or completed on schedule	Soil ACIAR Project, Cocoboards	0	1	5	5	5	5.0	Cocoboards Project
		PI 4. Number of research proposals prepared	Proposal Submitted CHED, FH	1	2	5	5	4.9	5.0	
		PI 5. Amount of research money generated from external funding (Thousand PHP)	ACIAR Soil Project Meeting	0	500K-Coco 1.1M -ACIAR Proj 10M DOST Prog 11.6M Php	5	5	5	5.0	
		PI 6. Amount of research money generated from institutional funding (Thousand PHP)	VSU	50k	150k Limestone 100K Yolanda Project	5	5	5	5.0	
		PI 7. Additional outputs								
		No. of research-related awards (research conducted by faculty or student w/ faculty)	Publication award	1	2	5	5	5	5.0	Senior author and Co-author
		PI 9. Number of articles reviewed and edited	Editor-in- Chief of ATR	12	25	5	5	5	5.0	As editor of ATR
		PI 10. Number of linkages forged								


		International								
		National								
		Regional/Institutional/Local								
MFO 5 Extension										
		PI 1.Number of scientific events serveds as technical expert	RDE Panelist; reviewer	2	4	5	5	5	5.0	
		PI 2.1.RDE Reviewer/Panelist	RDE Inhouse review							
		PI 2.2. Resource Person	Scientific Writing Workshop	2	4	5	5	5	5.0	
		PI 2.3. Editor in International Journal	International Journal of Ecology and Development and International Soil Conservation Journal	1	3	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 under the College	Recommended Faculty of different departments under the college in pursuing graduate studies	4	9	5	5	5	5.0	DSS, DA, DAS, DOH, DPM, DFST, DPBG, DDC, DCDE
MFO 7 General Admin and Support Services										
		PI 1. Number of departments and/or service units supervised and monitored	DSS, DA, DAS, DOH, DPM, DFST, DPBG, DDC, DCDE, ATR, CAFS, DOST	8	13	5	5	5	5.0	
		PI 2. Number of documents attended and served	DTR, CSR, PRs, Job requests, letter requests, IPCR,OPCR,PPMP, Faculty workload	300	350	5	5	5	5.0	
		PI 3. Number of CAFS-EXECOM meetings conducted	Meeting with department heads	2	3	5	5	5	5.0	

		PI 4. Number of EXECOM meetings attended	Regular and emergency meeting	2	3	5	5	5	5.0	
		PI 5. Number of College/University meetings attended	UADCO, Accreditation, QAC, meeting at OP	2	16	5	5	5	5.0	
		PI 6. Number of committee membership	UADCO, UAC, APB, AACUP-University, PBB, Strat Paln	2	6	5	5	5	5.0	
		PI 7. Number of office and laboratory equipment requested and acquired through the project	laboratory materials and etc	3	4	5	5	5	5.0	
		PI 8. Editor in Chier of Univ. Journal	Reviewed and edited articles; facilitated in assigning reviewers, printing and reproduction of journal	10	30	5	5	5	5.0	ATR articles
		PI 9. Coordinator of scholarship programs	EXPERTS and AREAS of Erasmus Mundus) and DOST ASTHRDP scholarship; Monitoring of scholars; coordinate with EU partners; prepared and submitted proposal	1	3	5	5	5	5.0	DOST, AREAS & EXPERTS
		PI 10. Number of scholars monitored under DOST and Erasmus Mundus	Monitor scholars in terms of their academic performance and thesis	15	42	5	5	5	5.0	
		PI 11. Zero percent complaint from clients served	None	0 % complaint	no complaint	5	5	5	5.0	
Total Over-all Rating									199.950	
Average Rating									4.999	
Adjectival Rating						OUTSTANDING				

Average Rating (Total Over-all rating divided by 4)	4.999
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	4.999
ADJECTIVAL RATING	OUTSTANDING

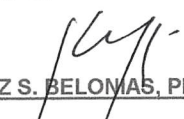
Comments & Recommendations for Development Purpose:
Outstanding

Evaluated & Rated by:


BEATRIZ S. BELONIAS
VP for Instruction

Date: _____

Recommending Approval:


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

Date: _____

Approved:



Date: _____

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: VICTOR ASIO
Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: January 2018

Target Date: June 2018

First Step:

Attend and participate in national and international scientific forum
Maintain research collaboration of VSU with Australian Government for Australian funded research (ACIAR- Soils Project)
Review manuscripts as Editor of Annals of Tropical Research journal
Manage and coordinate Erasmus mundus and DOST scholarships

Result:

Has reviewed and edited manuscript for Annals of Tropical Research
Has maintained the collaboration of VSU with Australian Government for ACIAR Soils Project
Has managed and coordinated the Erasmus mundus and DOST scholarships

Date: June 2018

Target Date: June 2018

Next Step:

<u>Invite and encourage more international collaborators to enhance tie-ups between potential and existing partner.</u>


Outcome: Enhance tie-ups between potential and existing partners for possible project implementation.

Final Step/Recommendation:

If proposal is approved and budget is ready, then implementation will follow.

Prepared by:

Conforme:


VICTOR B. ASIO
Rater


SUZETTE B. LINA
Unit Head

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