

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: KENNETH ORAIZ (Instructor I)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Dean	35	4.80	1.68
b. Students	35	4.58	1.60
Total for Instruction	70		3.28
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	20	5.00	1.00
Total for Research	20		1.00
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	10	4.92	0.49
Total for Extension	10		0.49
TOTAL	100		4.78

EQUIVALENT NUMERICAL RATING:

4.78

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:



4.78

ADJECTIVAL RATING:

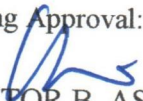
OUTSTANDING

Prepared by:


Reviewed by:


KENNETH ORAIZ
Name of Faculty
SUZETTE B. LINA
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean

Approved:


BEATRIZ S. BELONIAS
Vice President, Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, KENNETH ORAIZ faculty member of the DEPARTMENT OF SOIL SCIENCE commit to the 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 2021.

Approved:

KENNETH ORAIZ

Instructor I

Date:

SUZETTE B. LINA

Department Head

Date:

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	0						
	PI 8: Number of undergraduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	0						
		A3. Number of students advised on thesis/special problem/dissertation		0						

		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	0						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	0						
		A4 . Number of students entertained for consultation purposes	Entertain students seeking consultation with faculty	0						
	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	Convert the existing instructional materials into flexible learning systems	0						
		On-line ready courseware	Prepare Instructional module/laboratory guide/workbook or a combination thereof	0						
		Supplemental learning resources	Prepare Power Point presentation, video clips, movie clips, reading assignments depending on course taught	0						
		Assessment tools	Prepare assessment tools such as long exam, quizzes, problems sets, etc.	0						
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submit the course ware duly reviewed by TRP for editing by MMDC editor	0						
		A 7 : Number of virtual classroom created and operational	Create virtual classroom using either Moodle or Google Classroom	0						

	<u>PI 10</u> . Additional outputs:	<u>A 8. Other outputs implementing the new normal due to covid 19</u>	<i>Design experiential learning activities and other outputs to implement new normal</i>	0						
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<u>PI 5</u> : Total FTE, coordinated, implemented and monitored *	<u>A9</u> . Actual Faculty's FTE	<i>Handle and teache courses assigned</i>	13	15.35	5	5	5	5.00	
		<u>A10</u> . Number of grade sheets submitted within prescribed period	Prepare gradesheet and submit on or before deadline	5						sem is on-going
		<u>A 11</u> . Number of INC forms with grade submitted within prescribed period	Facilitate students in their completion of the subject and submits completion forms with grade within prescribed period							
		<u>A12</u> . Number of trainings attended related to instruction	Attend mandated trainings	2	2	5	5	5	5.00	
		<u>A13</u> . Number of long examinations administered and checked	Administer and check long examination for subjects taught	2	2	5	4	5	4.67	
		<u>A14</u> . Number of quizzes administered and checked	Prepare and check quizzes for lec and lab	6	8	5	4	5	4.67	
		<u>A15</u> . Number of lab reports and term papers checked and graded	Check lab reports and term papers submitted as required	8	8	4	4	5	4.33	
	<u>PI 8</u> : Number of students advised: *	<u>A16</u> . Number of students advised:	<i>Act as academic adviser to students</i>	15	15	5	5	5	5.00	
		<u>A17</u> . Number of students advised on thesis/ field practice/special problem:								

		As SRC Chairman	Advise, and correct research outline and thesis/SP manuscript	1	1	5	5	4	4.67	
		As SRC Member	Advise and correct research outline and thesis/SP manuscript	2	2	4	5	5	4.67	
		<u>A18</u> . Number of students entertained for consultation purposes	Entertain students consulting on subject taught, thesis and grades	5	5	5	4	5	4.67	
	PI 9: Number of student organizations advised/ assisted *	<u>A19</u> . Number of Student organizations advised	Advise student organizations recognized by USOO	2	1	4	4	4	4.00	
		<u>A20</u> . Number of Student organizations assisted on student related activities	Assist student organizations in implementing student related activities	2	1	4	4	5	4.33	
	PI 10: Number of instructional materials developed *	<u>A 21</u> : Number of on-line course ware developed and submitted :	Prepare and submits for review by the Technical Review Panel	4	5	5	5	5	5.00	
		On-line ready courseware	Prepare Instructional module/laboratory guide/workbook or a combination thereof	2	0					
		Supplemental learning res	Prepare Power Point presentation, video clips, movie clips, reading assignments depending on course taught	12	20	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	8	10	5	4	5	4.67	
		<u>A 23</u> : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submit the course ware duly reviewed by TRP for editing by MMDC editor	2	0	3	3	3	3.00	

		A 24 : Number of virtual classroom created and operational	Create virtual classroom using either Moddle or Google Classroom	2	4	5	5	5	5.00	
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0						
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0						
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0						
Sub-Total for Instruction									73.67	
	Average								4.60	
	TPES Rating								4.58	
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	0						
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	0						
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1	1	5	5	5	5.00	complied on June 2021
		<i>In refereed int'l journals</i>		0	0					
		<i>In refereed nat'l/regional journals</i>								

	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences	0						
		<i>In int'l fora/conferences</i>		0						
		<i>In nat'l/regional fora/conferences</i>		0						
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	0	0					
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or								
		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	0						
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
		A 35. Other outputs implementing the new normal due to covid 19	No. of on-going research conducted	1	1	5	5	5	5.00	
	Sub-Total for Research								10.00	
	Average								5.00	
UMFO 4. EXTENSION SERVICES										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	0	1	5	4	5	4.67	

PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	0							
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	0							
PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	0							
PI 5. Number of technical/expert services	A 40. Number of technical/expert services	Provides the technical and expert services requested by beneficiaries	0							
Research Mentoring	Research Mentor		0							
Peer reviewers/Panelists	Peer reviewers/Panelists		0							
Resource Persons	Resource Persons		0							
Convenor/Organizer	Convenor/Organizer		0							
Consultancy	Consultant		0							
Evaluator	Evaluator		0							
PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation	0							

	PI 11. Additional outputs *	A 42. No. of extension-related awards (extr. conducted by faculty or		0						
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0						
UMFO 5. SUPPORT TO OPERATIONS										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	zero non-conformity	5	5	5	5.00	
		A 45. Compliance to all requirements of the program and institutional	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant	100% compliant	5	5	5	5.00	
		On program								
		On institutional								
UMFO 6. General Admin. & Support										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	Zero % complaint	5	5	5	5.00	
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by	Initiates/introduces improvements in performing functions resulting to best practice							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							

	Sub-Total for Extension, Support to Operations and General Admin & Support Services								19.67	
	Average								4.92	
	Total Over-all Rating								19.10	
	Average Rating								4.78	
	Adjectival Rating								OUTSTANDING	

Comments & Recommendations for Development Purpose:

*Maintain the outstanding rating
& engagement in research.*

Evaluated & Rated by:

SUZETTE B. LINA

Department Head

Date:

Recommending Approval

VICTOR B. ASIO

Dean, _____

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: *1/24/22*

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KENNETH ORAIZ

Performance Rating: OUTSTANDING

Aim: To sustain outstanding performance of the department

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: July2021 Target Date: December2021

First Step:

Publish scientific paper in international refereed journals

Write scientific proposals for future research

Find scholarship for PhD studies

Result:

On-going write-up for publication

Created e-learning for some courses in the department

Attended training and seminars

Date: January2022 Target Date: June2022

Next Step:

Revise/update Instructional Materials

Publish scientific paper in international refereed journals

Write scientific proposals for future research

Find scholarship for PhD studies

Outcome: Submit scientific proposals to other institutions for possible collaboration.

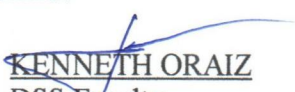
Final Step/Recommendation:

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

Prepared by:


SUZETTE B. LINA
Unit Head

Conforme:


KENNETH ORAIZ
DSS Faculty