

Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ROSARIO A. SALAS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	37.5%	5.0	1.875
b. Students (50%)	37.5	5.0	1.8875
TOTAL for Instruction			3.75
2. Research	10%	5.0	.5
3. Extension	10%	5.0	.5
4. Administration	2.5%	5.0	.125
5. Production	2.5%	5.0	.125
TOTAL			5.0

EQUIVALENT NUMERICAL RATING: 5.0

Add: Additional Points, if any: -

TOTAL NUMERICAL RATING: 5.0

FINAL NUMERICAL RATING 5.0

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Reviewed by:

ROSARIO A. SALAS
Name of Faculty

VICTOR B. ASIO
Dean, CAFS

Approved:

EDGARDO E. TULIN
President

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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ROSARIO A. SALAS, Associate Professor, 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 2017.



ROSARIO A. SALAS, Ph.D
Faculty, Department of Horticulture
Date: _____



VICTOR B. ASIO, Ph.D.
Dean, CAFS
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			2	2	✓	✓	✓	5	MS and PHD
		PI 2*	Total Graduate FTE monitored									
		PI 3.	Percentage increase in number of graduate students enrolled			5%	34%	✓	✓	✓	5	
		PI 4	Percentage increase in number of graduate students who graduated within prescribed period			5%	100%	✓	✓	✓	5	
	OVPI MFO 2	Graduate Student Managemet Services										
		PI 1	Number of graduate students awarded with scholarships/ assistantships			15	18	✓	✓	✓	5	
		PI 2	Percentage of graduate students awarded with scholarship/ assistantship who graduated within the prescribed period			50%	78.26	✓	✓	✓	5	
		PI 3	Number of graduate students awarded with honor/distinction upon graduation									
		PI 4	Number of graduate students advised			7	10	✓	✓	✓	5	7PhD, 3MS
UMFO 2	HIGHER EDUCATION SERVICES											
	OVPI MFO 1	Curriculum Program Management Services										
		PI 1*	Total Undergraduate FTE monitored									
		PI 2	Number of undergraduate curricular programs compliant to CMO approved and offered			1	1	✓	✓	✓	5	
		PI 3	Averaged passing percentage in licensure examinations in mandated program			40%						

