

Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ROSARIO A. SALAS

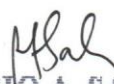
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	37.5%	5.0	1.875
b. Students (50%)	37.5	4.66	1.75
TOTAL for Instruction			3.62
2. Research	10%	5.0	.5
3. Extension	10%	5.0	.5
4. Administration	2.5%	5.0	.125
5. Production	2.5%	5.0	.125
TOTAL			4.87

EQUIVALENT NUMERICAL RATING: 4.87
 Add: Additional Points, if any: -
 TOTAL NUMERICAL RATING: 4.87
 FINAL NUMERICAL RATING: 4.87

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

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 July to December, 2017.

ROSARIO A. SALAS, Ph.D.

Date: _____

VICTOR B. ASIO, Ph.D.

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	5	5		ms, PhD
	PI 2* Total Graduate FTE monitored		181.52	181.52	5	5	5		
	PI 3. Percentage increase in number of graduate students enrolled		5%	5%	5	5	5		
	PI 4 Percentage increase in number of graduate students who		5%	5%	5	5	5		
	3								
	OVPI MFO 2 Graduate Student Management Services								
	PI 1 Number of graduate students awarded with scholarships/assistantships		20	20	5	5	5		
	PI 2 Percentage of graduate students awarded with scholarship/assistantship who graduated within the prescribed period		83.33%	83.33%	5	5	5		
	PI 3 Number of graduate students awarded with honor/distinction upon graduation								
	PI 4 Number of graduate students advised		10	10	5	5	5		
UMFO 2	HIGHER EDUCATION SERVICES								
	OVPI MFO 1 Curriculum Program Management Services								
	PI 1* Total Undergraduate FTE monitored		15.67	15.67	5	5	5		
	PI 2 Number of undergraduate curricular programs compliant to CMO approved and offered		1	1	5	5	5		BSA
	PI 3 Averaged passing percentage in licensure examinations in		5%	5%	5	5	5		

[illegible]

	PI 6	Number of extension projects conducted		3	3	5	5	5	5	5	HELP, DENR, RED CROSS
	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 (PhD) facilitated, monitored & assisted		2	2	5	5	5	5	5	
	OVPI MFO 2	Faculty Recruiting/Hiring Services									
	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	✓ DENR, HELP	4	4	5	5	5	5	5	
	PI 2	Number of seminars/trainings/conventions/workshops coordinated outside of the university		7	7	5	5	5	5	5	
	PI 3	Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated		100%	100%	5	5	5	5	5	
	PI 4	Number of in-house seminars/trainings/workshops/reviews conducted attended		8	8	5	5	5	5	5	
	PI 5	Additional outputs									
		Number of faculty/staff awards/honors received related to operations support									
	OVPI MFO 4	Program and Institutional Accreditation Services									
	PI 1	Number of degree programs which passed accreditation/evaluation at least Level 1		1	1	5	5	5	5	5	
	PI 2	QMS on faculty recruitment, development									
	PI 3	Percentage of degree program compliant with CHED									
	PI 4	Additional Outputs									
		Number of activities organized/attended/assisted/participated/facilitated		1	1	5	5	5	5	5	
UMFO 6		GENERAL ADMINISTRATION & SUPPORT SERVICES									
	PI 1	Zero complaints from clients									
	PI 2	Additional Outputs/Best Practices		1	1	5	5	5	5	5	
		TOTAL OVER-ALL RATING									
		AVERAGE RATING									
		ADJECTIVAL RATING									

* on per capita basis

Received by:


TERESITA L. QUINANOLA
PRPEO

Date: _____

Legend:

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

Calibrated by:


REMBERTO A. PATINDOL
Chairman, PMT

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS, Ph.D.
Vice President for Instruction

Date: _____

Approved by:


EDGARDO E. TULIN, Ph.D.
President

Date: _____

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte. 6521-A
Teaching Performance Evaluation

Teacher: Salas, Rosario A.

First Semester 2017 - 2018

No. of Raters: 20

Subject: 3 - Hort 141 - Tropical Olericulture

Class Type: Laboratory 7-10Th

<i>Work Performance</i>	<i>NA</i>	<i>1 Poor</i>	<i>2 Below Satis- factory</i>	<i>3 Satis- factory</i>	<i>4 Very Satis- factory</i>	<i>5 Out- standing</i>	<i>Median</i>
1 Explains course objectives, requirement and grading system at the beginning of the semester				2	8	10	4.5
2 Always prepared and organized in class				4	6	10	4.5
3 Uses appropriate and updated instructional materials			1		9	10	4.5
4 Gives clear instructions/guidelines in accomplishing tasks				3	8	9	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable			1	1	8	10	4.5
6 Makes classroom activities interesting and lively				3	5	12	5.0
7 Encourages students to ask questions and welcomes comments and suggestions				2	7	11	5.0
8 Has mastery of the subject matter			1	2	4	13	5.0
9 Available for student consultation even outside class time				2	6	11	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1	1	6	12	5.0
11 Gives relevant assignments, course requirements			1	1	8	10	4.5
12 Returns quizzes, exams, homework, assignments and exercises				3	6	11	5.0
13 Fair in giving grades				2	7	11	5.0
14 Wears clean and appropriate clothes/attire in class			1	1	4	14	5.0
15 Firm in implementing policies yet approachable and understanding		1		1	6	12	5.0
16 Commands respect of students				2	8	10	4.5
17 Exercises decency in speech and actions				2	6	12	5.0
<i>Median Rating</i>		5.0					Outstanding
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

1. Other positive points of the teacher and his/her teaching

1 Approachable	15.00%
2 Beautiful	10.00%
3 Humble	5.00%
4 Knowledgeable on the subject	10.00%
5 No comment	75.00%
6 Relates her experiences during discussion	5.00%
7 Teaches the lessons well	5.00%

2. Suggestions for teaching improvement

1 Improve your grammar	5.00%
2 No comment	90.00%
3 Speak English	5.00%

VISAYAS STATE UNIVERSITY
Visca, Baybay City, Leyte, 6521-A
Teaching Performance Evaluation

Teacher: Salas, Rosario A.

First Semester 2017 - 2018

No. of Raters: 30

Subject: 3 - Hort 141 - Tropical Olericulture

Class Type: Lecture

3-4MW

Work Performance	NA	1 Poor	2 Below Satis- factory	3 Satis- factory	4 Very Satis- factory	5 Out- standing	Median
1 Explains course objectives, requirement and grading system at the beginning of the semester					21	9	4.0
2 Always prepared and organized in class				2	15	13	4.0
3 Uses appropriate and updated instructional materials				4	14	12	4.0
4 Gives clear instructions/guidelines in accomplishing tasks				1	19	10	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				4	15	11	4.0
6 Makes classroom activities interesting and lively			2	7	15	6	4.0
7 Encourages students to ask questions and welcomes comments and suggestions				5	17	8	4.0
8 Has mastery of the subject matter				1	14	15	4.5
9 Available for student consultation even outside class time			1	2	16	11	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				1	15	14	4.0
11 Gives relevant assignments, course requirements			1	2	15	11	4.0
12 Returns quizzes, exams, homework, assignments and exercises			1	5	11	13	4.0
13 Fair in giving grades				2	21	7	4.0
14 Wears clean and appropriate clothes/attire in class					12	18	5.0
15 Firm in implementing policies yet approachable and understanding				1	17	12	4.0
16 Commands respect of students					15	15	4.5
17 Exercises decency in speech and actions					18	12	4.0
Median Rating		4.0					
		Very Satisfactory					
Median Rating (nearest whole number)		Rating Description					
1		Poor					
2		Fair					
3		Satisfactory					
4		Very Satisfactory					
5		Outstanding					

1. Other positive points of the teacher and his/her teaching		
1 Beautiful		3.33%
2 Discusses the topics well		10.00%
3 Knowledgeable on the subject		3.33%
4 Nice and understanding		3.33%
5 No comment		76.67%
6 Skillful		3.33%
2. Suggestions for teaching improvement		
1 Crack some jokes & have energizer		3.33%
2 Don't talk too fast		3.33%
3 No comment		93.33%