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%)		2.00	
b. Students (50%)		2.25	
Total for Instruction	40%	4.5	1.8
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		-	
Total for Research	30%	4.0	1.2
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		-	
Total for Extension	15%	4.6	0.69
4. Administration	10%	4	0.4
5. Production	5%	4	0.2
TOTAL			4.29

EQUIVALENT NUMERICAL RATING: 4.29
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.29

ADJECTIVAL RATING: Outstanding

Prepared by:

ROSARIO A. SALAS
Name of Faculty

Reviewed by:

VICTOR B. ASIO
College Dean, CAFS

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Rosario A. Salas, a faculty member of the DEPARTMENT OF Horticulture 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 January to June, 2022.

Approved:

ROSARIO A. SALAS
Associate Professor V
Date: 07/15/22

VICTOR B. ASIO
College Dean
Date: 7/16/22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
							Quality	Eficiency	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	0.41	0.67	5	5	5	5.00	
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students	8	5	3	3	3	3.00	
		A3. Number of students advised on thesis/special problem/dissertation									
		As GAC Chairman		Advises and corrects research	8	5	3	3	3	3.00	
		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	5	9	5	5	5	5.00	
		A4. Number of students		Entertains students seeking	30	30	4	4	4	4.00	
	PI 9: Number	A5. Number of on-line ready coursewares		Converts the existing instructional materials into flexible learning							

		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof						
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	1	4	4	4	4.00
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	1	4	4	4	4.00
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor		Submits the course ware duly reviewed by TRP for editing by MMDC editor						
		A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom						
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal						
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE		Handles and teaches courses assigned	3	3	4	4	4	4.00
		A10 . Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	2	2	4	4	4	4.00
		A 11 . Number of INC forms with grade submitted within prescribed period		Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period						
		A12 . Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings						
		A13 . Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	2	2	4	4	4	4.00
		A14 . Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	6	8	5	5	5	5.00
		A15 . Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required						
	PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviser to students	10	10	4	4	4	4.00

		A17. Number of students advised on thesis/ field practice/special problem:									
		As SRC Chairman	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript	7	7	4	4	4	4.00	
		As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript							
		A18. Number of students entertained for consultation purposes		Entertains students consulting on subject taught, thesis and grades	30	30	4	4	4	4.00	
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised		Advises student organizations recognized by USOO							
		A20. Number of Student organizations assisted on student related activities		Assists student organizations in implementing student related activities	1	1	4	4	4	4.00	
	PI 10: Number of instructional materials developed *	A 21 : Number of on-line course ware developed and submitted :		Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware		Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	5	4	4	4	4.00	
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	25	25	4	4	4	4.00	
		A 23 : Number of on-line course ware reviewed by TRP & edited by MMDC editor		Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational		Creates virtual classroom using either Moddle or Google Classroom							
	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	MSHort AACUP Level 4 AACCUP	MSHort AACUP Level 4 AACCUP	5	5	5	5.00	
		Agency/firm/Industry linkages		Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal							

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	3	3	4	4	4	4.00
	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						
	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						
		In refereed int'l journals								
		In refereed nat'l/regional journals								
	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 scienfic for a/conferences						
		In int'l fora/conferences								
		In nat'l/regional fora/conferences								
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved		Prepares research proposals, submits and follows up its approval for immediate implementation						
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								

		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								
		A 34. Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of research output								
		A 35. Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal								

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	2	2	4	4	4	4.00		
	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	50							
	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		Implements duly approved extension projects	1							

PI	Activity		Description						
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	50	100%	5	5	5	5.00	
PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:		Provides the technical and expert services requested by beneficiaries							
Research Mentoring	Research Mentor			3	4	5	5	5	5.00	
Peer reviewers/Panelists	Peer reviewers/Panelists									
Resource Persons	Resource Persons			1	3	5	5	5	5.00	
Convenor/Organizer	Convenor/Organizer									
Consultancy	Consultant									
Evaluator	Evaluator									
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							
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *									
	A 43. Other outputs implementing the new normal due to covid 19		Designs extension related activities and other outputs to implement new normal	1	1	4	4	4	4.00	

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 theQMS 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								
		A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools								
		On program accreditations	Pilot Plant Manager									
		On institutional accreditations	SSF Rootcrop facility incharge									
UMFO 6. General Admin. & Support Services (GASS)												
	PI 2. Zero percent	A 46. Customerly friendly		Provides customer friendly frontline services to clients								
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *		Initiates/introduces improvements in performfing functions resulting to best practice								

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 theQMS 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	1	0	4	4	4	4.00	
		A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations	Pilot Plant Manager								
		On institutional accreditations	SSF Rootcrop facility incharge								
UMFO 6. General Admin. & Support Services (GASS)											
	PI 2. Zero percent	A 46. Customerly friendly		Provides customer friendly frontline services to clients							
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *		Initiates/introduces improvements in performfing functions resulting to best practice	1	0	4	4	4	4.00	

		A 48:Other outputs implementing the new normal due to covid 19		Designs administration/management related activities and other outputs to implement new normal								
	Total Over-all Rating										109.00	
	Average Rating										4.21	
	Adjectival Rating										Outstanding	

Evaluated & Rated by:

VICTOR B. ASIO
Dean, CAFS

Date:

Recommending Approval

VICTOR B. ASIO
Dean, CAFS

Date:

Approved by:

BEATRIZ S. BELONIAS
Vice-President for Academic Affairs

Date:

Comments & Recommendations for Development purposes

Keep up the good work

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROSARIO A. SALAS
Performance Rating: OUSTANDING

Aim: Maintain the Oustanding rating
Proposed Interventions to Improve Performance:

Date: January 2022   Target Date: June 2022

First Step: To publish scientific paper in referred journal
_____ To write and submit research proposal to funding agencies
_____ To attend trainings/seminars, scientific conference related to agriculture
_____ To continue establish strong linkage with LGU and ATI-8 on extension
related activities

Result:
_____ Publish scientific paper in referred journal
_____ Established strong linkage with LGU and ATI on external related activities

Date: July, 2022   Target Date: December, 2022
Next Step:
_____ To publish scientific paper in referred journal
_____ To write and submit research proposal to funding agencies
_____ To attend trainings/seminars, scientific conference related to agriculture
_____ To continue establish strong linkage with LGU and ATI-8 on extension
related activities
_____ To maintain and improve the manage demonstration/learning site
Outcome: _____
FinalStep/Recommendation:_____

Prepared by:

VICTOR B. ASIO
Dean, CAFS

Conforme:
ROSARIO A. SALAS
Head, DOH