## Exhibit K

## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: DARIO P. LINA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4 2.0	
b. Students (50%)		4.33 2.17	2.17
Total for Instruction	40%	4.17.	1.67
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		-	
Total for Research	30%	3.5	1.1
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		-	
Total for Extension	15%	4.1	0.62
4. Administration	15%	5	0.75
5. Production	NA		
TOTAL			4.07-8

**EQUIVALENT NUMERICAL RATING:** 

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

4.07 4.14

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

Name of Faculty

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

Vice President

"Exihibit B"

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, DARIO P. LINA, Associate Professor, commits to deliver and agree to be rated on the attainment of the following targats and accomplishments in accordance with the indicated measures for the period of July to December 2021.

Date: | 3 12

ROSARIO A. SALAS
Head, Department og Horticulture
Date: 1/10/22

MFOs and	Success Indicator (SI)											
Performance indicators					Task Assigned		Actual Accom- plishment	Quality	Efficiency	Timelines	Average	Remark
	MINIM	/UM Pis	PER MFO FOR ACADEMIC DEPARTMENT'S OPCR									
FM01	ADVANCED EDUCAT	TON SER	VICES									
11010			Degree Program Management Services									
	PI		Graduate deree program monitored									
	PI	2*	Total Graduate FTE monitored			4.5	4.5	4	4	4	4	
	PI	3.	Percentage increase in number of graduate students enrolled		1							
	PI		Percentage increase in number of graduate students who			1%	0%	3	3	3	3	
			graduated within prescribed period									
	OVPI MFO 2 Gra	aduate S	tudent Managemet Services									
	PI	1	Number of graduate students awarded with scholarships/									
			assistantships									
	PI	2	Percentage of graduate students awarded with scholarship/									
			assistantship who graduated within the prescribed period									
	PI	3	Number of graduate students awarded with honor/distinction									
			upon graduation									
	PI	14	Number of graduate students advised			3	3	4	4	4	4	Ph.D
MFO 2	HIGHER EDUCATION	-										
WIFOZ		-	Program Management Services									
	PI	_	Total Undergraduate FTE monitored									
			Total office Broad Carlotte									
	PI	2	Number of undergraduate curricular programs compliant to CMO					A harmyon property and a pro-				
			approved and offered									
	PI:	3	Averaged passing percentage in licensure examinations in									
			mandated program									
	PI	4	Number of undergraduate graduates in mandated programs									
		-	graduated within the prescribed period									
	PI	5	Percentag increase in the number undergrad students who									
	<del>                                     </del>		graduated withinn the prescribed period									
	PI	6	Percentage increase in the number undergrad students enrolled									
	Pi		Number of academe/industry linkage established			7	7	4	4	4	4	
	PI	_	Number of students advised			8	12	5	5	5	5	
	PI		Number of students advised  Number of student organizations advised/assisted	7								
	PI		Number of instructional materials developed									1
4002			number of instructional materials developed									-
MF03	RESEARCH SERVICES		Now have of well-liked warrant in intermedianally indexed in the second									
	PI	1,	Number of published papers in internationally indexed journals									
			refereed int'i journals refereed nat'i journals									

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		institutional journals	-	-	-	-	-	-	-
	PI 2*	Number of research outputs presented in regional/national/	+-	-	-		-	-	+
		international for a/conferences	-	-	-	-	-	-	-
		international for a/conferences	+-		-		-	-	-
		national for a/conferences	-		-	-	-	-	-
		institutional for a/conferences	_			-	-	-	-
	PI 3	Number of research projects conducted and/or complted on		1	0	3	- 3	3	3
		scheduled	-	-	-	-	-		
	PI 4	Number of research proposals submitted	_	1	1	4	4	4	1
	PI 5	Percent of research proposals approved	_		-	-	-		-
	PI 6	Amount of research money generated from external funding			-	-	-	-	-
	PI 7	Amount of research money generated from institutional funding					-	-	-
	PI 8	Additional outputs						-	-
SHIP FROM		Number of research-related awards (faculty & student/faculty)							-
UMFO 4	EXTENSION SERVICES								-
	PI 1	Number of person-days trained weighted by length of training		25	25	4	4	4	1
	PI 2	Number of trainings conducted		1	1	4	4	4	1
	PI 3	Number of IEC materials/technoguides developed/used							
	PI 4	Number of benificiaries served							
		Groups		1	1	4	4	•	-
		Individuals		25	84	5		5	5
	PI 5	Number of technical/expert services							
		Research Mentoring							
		Peer reviewers/Panelist							
		Resource Persons		1	1	4	4	1	1
		Convenor/Organizer							
		Consultancy							
		Evaluator							
	PI 6	Number of extension projects conducted		1	1	4	4	1 4	1
	PI 7	Number of exension proposals submitted							
	PI 8	Percent of extension proposals approved							
	PI 9	Amount of extension money generated from external funding		75	75	4	4	1 4	1
	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 ORGANIZ								
	Name and Address of the Owner o	evelopment Services							
	PI1	Number of faculty pursuing advanced research degree programs							
		(PhD) facilitated, monitored & assisted							
	OVPI MFO 2 Faculty R	ecruiting/Hiring Services							
	PI1	Number of faculty recruited/hired aligned with ISO standard							
				1					
	OVPI MFO 3 Faculty E	valuations Services							
	PI1	Number of seminars/trainings/conventions/workshops coordinated							
	11.2	for entire university		1					
	PI 2	Number os seminars/trainings/conventions/workshops coordinated						T	
	11.2	outside of the university							
	PI 3	Percentage of faculty rated by students with at least very							
	- 113	satisfactory rating in 50% of the subjects evaluated	1	90%	95%	5	5	5	
	PI 4	Number of in-house seminars/trainings/workshops/reviews	1	1					
	1714	conducted attended	+	1					
	PI 5	Additional outputs	+	1	-		1	1	
	PIS		-	-	-	-	+	1	1
		Number of faculty/staff awards/honors received related to operations	1	1	1	1	1	1	1

									-		
	OVPI MFO 4	Program an	d institutional Accreditation Services			I					
		PI 1	Number of degree programs which passed accreditation/evaluation								
			at least Level 1								
		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								
UMFO 6	GENERAL ADMINISTRATION & SUPPORT SERVICES										
		PI 1	Zero complaints from clients			0	0	5	5	5	5
		PI 2	Additional Outputs/Best Practices								
			TOTAL OVER-ALL RATING								
			AVERAGE RATING								4.3
			ADJECTIVAL RATING								Outstanding

* on I	per c	apite	a basis	;
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evaluated and Rated By:

ROSARIO A. SALAS

epartment Head

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2 - Efficiency 3- Timeliness 4 - Average

Dean, CAFS

Recommending Approval:

Approved by

BEATRIZ & BELONIAS

1/24 W

Comments & Recommendations for Development purposes

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\*\*\*Extension Services Pl 4:

1. Resource person, Training on Communal and Container Vegetable Gardening, February 18-19, 2017, VSU, Visca, Baybay City, Leyte

1. Resource person, Training on Communal and Container Vegetable Gardening, February 25-26, 2017, VSU, Visca, Baybay City, Leyte

4. Resource person, Training on Climate Smart Agricultural Technologies, March 30-31, 2017,

## **EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: <u>DARIO P. LINA</u>
Performance Rating: <u>OUSTANDING</u>

Aim: Achieve good performance in instruction, research and production

Proposed Interventions to Improve Performance: Date: <u>July</u>, <u>2021</u> Target Date: <u>December 2021</u>

First Step: Upgrade in	astructional materials to outcomes-based education(OBE) in nature both
Both in un	dergrad and graduate courses
Acquire ar	nd improve instructional equipment and facilities for effective learning
Make prop	posals for research and extension relevant to R & D road map for
Priority co	mmodity in the region or the country
Relate the	relevance of these studies in the graduate and undergraduate courses
being taug	<u>ght</u>
Conduct re	esearch studies effectively
Date: July 2022	Target Date: <u>December 2022</u>
Next Step:	
Make resear	ch proposals and submit to funding agencies, them conduct the research
To regional of	or national reviews and planning workshops for R & D projects on
Commercial	crops
Respond pos	itively to invitations for RP's in technical trainings and seminars for
Farmers and	professional groups
Visit well est	ablished farms, investigate the good practices therein and identify areas
for intervention	ons
Write research	h results for publication in technical journals
Outcome:	
Final Step/Recommer	dation:
	Prepared by:

ROSARIO A. SALAS Unit Head

DARIO P. LINA
Name of Ratee Faculty/Staff

Conform