

**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%)		4.23 2.11	
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			<del>4.07</del> 4.14

EQUIVALENT NUMERICAL RATING: ~~4.07~~ 4.14

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: ~~4.07~~ 4.14

ADJECTIVAL RATING:

Outstanding

Prepared by:

  
DARIO P. LINA  
Name of Faculty

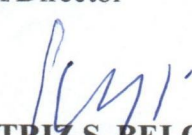
Reviewed by:

  
ROSARIO A. SALAS  
Department Head

Recommending Approval:

  
VICTOR B. ASIO  
Dean/Director

Approved:

  
BEATRIZ S. BELONIAS  
Vice President

"Exhibit 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 targets and accomplishments in accordance with the indicated measures for the period of July to December 2021.

DARIO P. LINA

Ratee

Date: 1/31/22

ROSARIO A. SALAS

Head, Department of Horticulture

Date: 1/10/22

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 EDUCATON SERVICES									
	OVPI MFO 1	Graduate Degree Program Management Services								
		PI 1 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								
		PI 4 Percentage increase in number of graduate students who graduated within prescribed period		1%	0%	3	3	3	3	
	OVPI MFO 2	Graduate Student 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 4 Number of graduate students advised		3	3	4	4	4	4	Ph.D
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								
		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 graduated withinn the prescribed period								
		PI 6 Percentage increase in the number undergrad students enrolled								
		PI 7 Number of academe/industry linkage established		7	7	4	4	4	4	
		PI 8 Number of students advised		8	12	5	5	5	5	
		PI 9 Number of student organizations advised/assisted								
		PI 10 Number of instructional materials developed								
UMFO 3	RESEARCH SERVICES									
		PI 1* Number of published papers in internationally indexed journals								
		refereed int'l journals								
		refereed nat'l journals								





	OVPI MFO 4	Program and institutional Accreditation Services									
	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 per capita basis

evaluated and Rated By:

ROSARIO A. PALAS  
Department Head

Date: 11/10/22  
Legend: 1 - Quality

Recommending Approval:

VICTOR B. ASIO  
Dean, CAFS

Date: 11/24/22  
2 - Efficiency 3- Timeliness 4 - Average

Approved by:

BEATRIZ S. BELONIAS  
VP for Academic Affairs

Date: 11/24/22

Comments & Recommendations  
for Development purposes

Keep up the v. good work

\*\*\*Extension Services PI 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: DARIO P. LINA

Performance Rating: OUTSTANDING

Aim: Achieve good performance in instruction, research and production

Proposed Interventions to Improve Performance:

Date: July , 2021 Target Date: December 2021

First Step: Upgrade instructional materials to outcomes-based education(OBE) in nature both

Both in undergrad and graduate courses

Acquire and improve instructional equipment and facilities for effective learning

Make proposals for research and extension relevant to R & D road map for

Priority commodity in the region or the country

Relate the relevance of these studies in the graduate and undergraduate courses  
being taught

Conduct research studies effectively

Date: July 2022

Target Date: December 2022

Next Step:

Make research proposals and submit to funding agencies, then conduct the research

To regional or national reviews and planning workshops for R & D projects on

Commercial crops

Respond positively to invitations for RP's in technical trainings and seminars for

Farmers and professional groups

Visit well established farms, investigate the good practices therein and identify areas  
for interventions

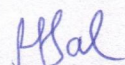
Write research results for publication in technical journals

Outcome: \_\_\_\_\_

Final Step/Recommendation:

\_\_\_\_\_

Prepared by:

  
**ROSARIO A. SALAS**  
Unit Head

Conforme:

  
**DARIO P. LINA**

Name of Ratee Faculty/Staff