

Exhibit J

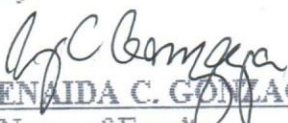
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ZENAIDA C. GONZAGA

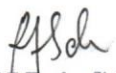
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	37.5%	4.96	1.86
b. Students (50%)	37.5	4.66	1.75
TOTAL for Instruction			3.61
2. Research	10%	5.0	.50
3. Extension	10%	4.94	.49
4. Administration	2.5 10%	5	.125
5. Production	2.5 5%	5	.125
TOTAL			4.85

EQUIVALENT NUMERICAL RATING: 4.85Add: Additional Points, if any: -TOTAL NUMERICAL RATING: 4.85FINAL NUMERICAL RATING: 4.85ADJECTIVAL RATING: OUTSTANDING

Prepared by:


ZENAIDA C. GONZAGA
 Name of Faculty

Reviewed by:


ROSARIO A. SALAS
 Department Head

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, ZENaida C. GONZAGA, Professor IV, 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.

ZENaida C. GONZAGA
Ratee

ROSARIO A. SALAS, Ph.D.
Head, DOH

Date: _____ 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								
	PI 2* Total Graduate FTE monitored	Hort 241	2	4.17	5	5	5	5	Hort 241 lec (10) Hort 241 lab (10)
	PI 3. Percentage increase in number of graduate students enrolled								
	PI 4 Percentage increase in number of graduate students who								
	OVPI MFO 2 Graduate Student Management Services								
	PI 1 Number of graduate students awarded with scholarships/ assistantships	April Mae Batuigas, Eddie Cagasan, Joy Codog, Renz Duallo, and Richiella Sumalinog	3	5	5	5	5	5	
	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	April Mae Batuigas, Eddie Gacasan, Jennifer Celades, Joy Codog, Renierio Duallo, Ariel Paguntalan and Richiella Sumalinog	3	7	5	5	5	5	

							(Poster Paper) "Kamlong": A 'Sure Ball' Technique of Tomato Production. July 17- 21, 2017, Quest Hotel, Cebu City.
	national for a/conferences		In-house review meeting	1	1	✓	✓
	institutional for a/conferences		DA - project; ACIAR-ICM	1	2	✓	✓
	PI 3 Number of research projects conducted and/or completed on scheduled					✓	✓
	PI 4 Number of research proposals submitted		Wood vinegar project	1	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						
	Number of research-related awards (faculty & student/faculty)		2nd placer Poster Presentation "Kamlong": A 'Sure Ball' Technique of Tomato Production; 1st Placer Publication paper presentation , Integrated Crop Management (ICM) to enhance vegetable profitability and food security in the Southern Philippines and Australia; Cover , ACIAR-Pilippines Partner magazine Issue 3 2017	1	3	✓	✓
UMFO 4 EXTENSION SERVICES							
	PI 1 Number of person-days trained weighted by length of training			50	163	✓	✓
	PI 2 Number of trainings conducted			3	6	✓	✓
	PI 3 Number of IEC materials/technoguides developed/used		Best practices guides	50	60	✓	✓
	PI 4 Number of beneficiaries served						
	Groups			4	8	✓	✓
	Individuals			50	167	✓	✓
	PI 5 Number of technical/expert services						
	Research Mentoring			10	18	✓	✓
	Peer reviewers/Panelist						
	Resource Persons			3	6		
	Convenor/Organizer		Best practices guides workshop	1	1	✓	✓
	Consultancy		Evaluator, High school Science Fair	1	1	✓	✓
	Evaluator						

			Horticulture for Environment and Livelihood promotion	1	1	4	5	5	7.66
	PI 6	Number of extension projects conducted							
	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							
		<i>Number of extension-related awards (extension conducted by faculty and faculty & student)</i>							
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							
	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	Workshop in preparation for level 1 AACUP	1	1	5	5	4	4.67
	PI 2	Number os seminars/trainings/conventions/workshops coordinated outside of the university	16th National Vegetable Congress	1	1	5	5	5	5
	PI 3	Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated							
	PI 4	Number of in-house seminars/trainings/workshops/reviews conducted attended	In-house review	1	1	5	5	5	5
	PI 5	Additional outputs							
		<i>Number of faculty/staff awards/honors received related to operations support</i>	Outstanding researcher; Loyalty award	1	2	5	5	5	5
	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							
		<i>Number of activities organized/attended/assisted/participated/facilitated</i>	AACUP- DOH research	1	1	5	5	4	4.66
UMFO 6	GENERAL ADMINISTRATION & SUPPORT SERVICES								
	PI 1	Zero complaints from clients		0	0				

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

Teacher: Gonzaga, Zenaida C.

First Semester 2017 - 2018

No. of Raters: 16

Subject: 2 - Hort 22 - General Horticulture

Class Type: Lecture

10-12M

<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				3	6	7	4.0
2 Always prepared and organized in class				1	6	9	5.0
3 Uses appropriate and updated instructional materials				1	3	12	5.0
4 Gives clear instructions/guidelines in accomplishing tasks				4	5	7	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				2	5	9	5.0
6 Makes classroom activities interesting and lively			1	7	3	5	3.5
7 Encourages students to ask questions and welcomes comments and suggestions			1	1	6	8	4.5
8 Has mastery of the subject matter					4	12	5.0
9 Available for student consultation even outside class time			2	2	6	6	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully				1	8	7	4.0
11 Gives relevant assignments, course requirements				3	4	9	5.0
12 Returns quizzes, exams, homework, assignments and exercises		1	1	5	2	6	4.0
13 Fair in giving grades				2	6	8	4.5
14 Wears clean and appropriate clothes/attire in class				1	2	13	5.0
15 Firm in implementing policies yet approachable and understanding				2	5	9	5.0
16 Commands respect of students				1	7	8	4.5
17 Exercises decency in speech and actions				2	5	9	5.0
Median Rating		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	6.25%
2 Considerate	12.50%
3 Encourages the students	6.25%
4 Entertains & answers questions of the students	6.25%
5 Good in teaching	6.25%
6 Knowledgeable on the subject	12.50%
7 No comment	56.25%
8 Understandable discussions	6.25%
2. Suggestions for teaching improvement	
1 Don't give hard exams	12.50%
2 No comment	87.50%

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

Teacher: Gonzaga, Zenaida C.

First Semester 2017 - 2018

No. of Raters: 7

Subject: 3 - Hort 241 - Advanced Vegetable Production & Management

Class Type: Laboratory

3-6T

<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					1	6	5.0
2 Always prepared and organized in class					2	5	5.0
3 Uses appropriate and updated instructional materials						7	5.0
4 Gives clear instructions/guidelines in accomplishing tasks						7	5.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable					1	6	5.0
6 Makes classroom activities interesting and lively					2	5	5.0
7 Encourages students to ask questions and welcomes comments and suggestions						7	5.0
8 Has mastery of the subject matter						7	5.0
9 Available for student consultation even outside class time					2	5	5.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully					1	6	5.0
11 Gives relevant assignments, course requirements					2	5	5.0
12 Returns quizzes, exams, homework, assignments and exercises					3	4	5.0
13 Fair in giving grades					2	5	5.0
14 Wears clean and appropriate clothes/attire in class						7	5.0
15 Firm in implementing policies yet approachable and understanding					2	5	5.0
16 Commands respect of students						7	5.0
17 Exercises decency in speech and actions					2	5	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 Considerate	14.29%
2 No comment	85.71%
2. Suggestions for teaching improvement	
1 No comment	100.00%

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

Teacher: Gonzaga, Zenaida C.

First Semester 2017 - 2018

No. of Raters: 20

Subject: 2 - CrpSc 22 - Practices of Crop Production

Class Type: Lecture

10-11TTh

<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			1	1	11	7	4.0
2 Always prepared and organized in class			1	1	12	6	4.0
3 Uses appropriate and updated instructional materials				2	10	8	4.0
4 Gives clear instructions/guidelines in accomplishing tasks			1	5	7	7	4.0
5 Discusses lessons clearly and with confidence, giving relevant examples to make the lesson more understandable				6	4	10	4.5
6 Makes classroom activities interesting and lively		1		10	6	3	3.0
7 Encourages students to ask questions and welcomes comments and suggestions		1		4	9	6	4.0
8 Has mastery of the subject matter					9	11	5.0
9 Available for student consultation even outside class time			1	3	9	7	4.0
10 Holds class regularly, starts and dismisses class on time and utilizes class period fully			1	5	8	6	4.0
11 Gives relevant assignments, course requirements				4	11	5	4.0
12 Returns quizzes, exams, homework, assignments and exercises		1	1	7	8	3	4.0
13 Fair in giving grades				3	9	8	4.0
14 Wears clean and appropriate clothes/attire in class					7	13	5.0
15 Firm in implementing policies yet approachable and understanding				3	9	8	4.0
16 Commands respect of students					11	9	4.0
17 Exercises decency in speech and actions				1	10	9	4.0
<i>Median Rating</i>		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 Explains the lessons thoroughly	5.00%
2 Good instructor	15.00%
3 Mastery of the subject	5.00%
4 No comment	75.00%
2. Suggestions for teaching improvement	
1 Don't just merely read the powerpoint	5.00%
2 Make the class more lively	5.00%
3 No comment	85.00%
4 Speak loud & clear	5.00%
5 Use instructional materials	5.00%