

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **BEATRIZ CUEVAS JADINA (Prof. IV)**

Period: January to June 2019

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head	35%	5.00	1.75
b. Students	35%	4.85	1.70
Total for Instruction	70%		3.45
2. Research			
a. Client/Dir. for Research		✓ 4.8	1.104 0.96 dli
b. Dept. Head/Center Director			
Total for Research	20%		1.104 0.96 dli
3. Extension			
a. Clients/Dir. for Extension		4.8	0.24
b. Dept. Head/Center Director			
Total for Extension	5%		0.24
4. Administrative (Mgt of laborers)	5%	5.0	0.1
5. Production	-		
TOTAL	100 %		4.89 4.75 dli

EQUIVALENT NUMERICAL RATING:

~~4.89~~ 4.75 dli

Add: Additional Points, if any:

Punctuality & regular attendance

TOTAL NUMERICAL RATING:

~~4.89~~ 4.75 dli

ADJECTIVAL RATING:

Outstanding

Prepared by:

BEATRIZ C. JADINA
Name of Faculty

Reviewed by:

SUZETTE B. LINA
Department Head

Recommending Approved:

VICTOR B. ASIO

Dean, College of Agriculture and Food Science

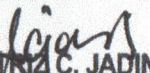
Approved by:

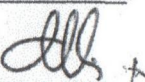
BEATRIZ S. BELONIAS
Vice President, Instruction

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I BEATRIZ C. JADINA of the DEPARTMENT OF SOIL SCIENCE, commits to deliver and agree to be rated on the attainment of the following target accordance with the indicated measures for the period January to June 2019.


BEATRIZ C. JADINA
 Ratee


SUZETTE B. LINA
 Head of Unit

MFOs AND PERFORMANCE INDICATORS	Success/Performance Indicator (PI)	TARGET	Actual Accomplishment	RATING				REMARKS
			As of June 31, 2019	Q1	E2	T3	A4	
MFO 1. Curriculum Program Management Services								
	PI1: FTE 2 nd sem 2018-2019 Teaches: SS 22 Principles of Soil Science, lec SS 22 Principles of Soil Science, lec SS 116 Soil Physics, lec SS 116 Soil Physics, lab SS 199a Undergraduate Seminar SS 199C Colloquium Total FTE	FTE 60 80 10 10 6 10 24.95	 80 110 18 18 12 17	 5 5 5 5 5 5	 4.6 4.6 4.7 4.8 4.6 4.8	 5 5 5 5 5 5	 4.87 4.87 4.90 4.90 4.87 4.90	
	PI2: Regular attendance in all courses handled	2	4	5	5	5	5.0	
	PI3: Number of undergraduate students who graduated within prescribed period (including SRC Membership)	2	3	5	5	5	5.0	Pontecilla, Valle Curbita
	PI4. Number of Instructional Materials Developed/Revised and Utilized							
	PI5. Number of Student Research Advising	3	4	5	5	5	5.0	Pontecilla, Valle Curbita, Lung;

	International							
	National							
	Regional/Local							
MFO 1. Administrative and Facilitative Services								
	PI1: Number of Bids and Awards Committee meetings attended	5	8	4.5	4.5	4.5	4.5	as BAC member
	PI2: Number of VSU-FA meetings attended	0	1	5	5	5	5.0	
	PI3: Number of academic council meeting attended	0	1	5	5	5	5.0	as council member
	In Refereed International Journals							
	In Refereed National Journals							
	PI2: Number of papers published in other peer-reviewed publications (proceedings, monographs, etc.):	0	1	4.5	4.5	4.5	4.5	ATR
	Number of papers submitted in ISI accredited journal							
	PI3: Number of Outputs Presented in Regional/National/International Fora/Conferences:	0	1	5	5	5	5.0	
	In International Fora/Conferences	0	1	5	5	5	5.0	
	In National Fora/Conferences							
	In Regional/Local Fora/Conferences							
	PI14: No. of Conference, Training, workshop and seminars attended	0	3	5	5	5	5.0	PHILGEPS seminar/training metrology
	PI5: No. of Comprehensive and qualifying Exam Attended							
	PI4: No. of on-going research conducted	0	1	4.5	4.5	4.5	4.5	VSU funded
	PI5: No. of research conducted and completed on time							
	PI6: No. of Research conducted (Serve as Consultant)							
	PI7: Amount of research funds generated							

	Approved thesis outline submitted within the prescribed period (including SRC membership)	0	1	5	5	5	5.0	
	Approved manuscript submitted within the prescribed period							
	PI6. Student Advising and Consultation Services:	0	5	4.5	4.5	4.5	4.5	
	Number of Graduate Student Advisee	0	1	5	5	5	5.0	Aquino
	Number of student Academic Advisee	1	6	5	5	5	5.0	Doria, Dula, Troyo, Oquias, Escasinas, Edrada
	Number of High School Research advisees	0	3	5	4.5	5	4.83	Lao, Jadina, Piscos
	Number of student-related activities assisted	0	1	5	4.5	5	4.83	Tree planting activities of graduating students
	PI7. Number of Academe/Industry Linkage established:							
	PI8. Awards/Honors received by students/faculty:							
	PI9. Number of awards received by students							
	PI10: Number of course syllabus revised							
MFO 2. Student Management Services								
	PI1: Number of students awarded with scholarship/ fellowship/grants							
	PI2: Number of graduates gainfully employed in jobs related to their undergraduate programs							
	PI3: Number of actual contact hour							
	PI4: Number of approved outline	0	1	5	5	5	5.0	
	PI5: Number of approved outline for special problem							
	PI6: Number of approved manuscript	1	3	5	5	5	5.0	Curbita, Pontecilla, Vallejos
	PI7: Number of sections coordinated	2	5	5	5	5	5.0	Earth Science (SHS)
	PI8: Number of students coordinated	80	120	5	5	5	5.0	Earth Science (SHS)

UMFO 3: Support to Operations (STO)									
MFO 3. Faculty Recruitment/Hiring Services									
	P11: Number of faculty recruited/hired aligned with ISO standards	0	1	5	5	5	5	5.0	
MFO 3. Faculty Evaluation Services									
	P11: Teaching performance rating: SS 22 Principles of Soil Science, lec SS 22 Principles of Soil Science, lec SS 116 Soil Physics, lec SS 116 Soil Physics, lab SS 199a Undergraduate Seminar SS 199C Colloquium	60 80 80 10 10 6 10	80 110 18 18 12 17	5	5	4.6	5	4.87	
						4.6	5	4.87	
						4.6	5	4.90	
						4.7	5	4.90	
						4.8	5	4.87	
						4.6	5	4.87	
						4.8	5	4.90	
UMFO 4: Research Services									
	P11 Number of Outputs Published in CHED accredited journals/internationally indexed journals:								
	Regional/Local/Institutional (ISR, CAFS, DSS, VSU)								
UMFO 5: Extension Services									
	P11: No. Of extension project conducted								
	P12: No. of trainings conducted	0	1	5	5	5	5	5.0	ATI training
	P13: Number of beneficiaries served:	5	15	5	5	5	5	5.0	ATI participants
	Groups/ Institutions								
	Individuals	5	15	5	5	5	5	5.0	ATI participants
	P14: Technical/ Expert services (international, national, regional):								
	Consultancy								
	Journal reviewer/ panelist	0	1	5	5	5	5	5.0	
	Resource person	0	1	5	5	5	5	5.0	ATI training
	Convenor/Organizer								

TOTAL OVERALL Rating						225.78	
Average Rating						4.91	
Adjectival Rating							

Comments and Recommendations for Development Purpose:

Encouraged to publish article in ISI indexed journal.

dlh

- 1 – Quality
- 2 – Efficiency
- 3 – Timeliness
- 4 – Average

Evaluated and Rated by:

dlh

SUZETTE B. LINA

Head, Department of Soil Science

Date: _____

Recommending Approval:

[Signature]

VICTOR B. ASIO

Dean, College of Agriculture and Food Science

Date: _____

Approved:

[Signature]

BEATRIZ S. BELONIAS

Vice President, Instruction

Date: _____

Exhibit L
EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **BEATRIZ CUEVAS JADINA**

Performance Rating: **OUTSTANDING**

Aim: To improve further and maintain the outstanding performance

Proposed Interventions to sustain/improve Performance:

Full support from the Department of Soil Science, the College of Agriculture and Food Sciences and from the University in terms of financial support for all proposals to be submitted to produce outputs for instruction (ex. budget for teaching guide preparation), research (ex approval and release of budget for research proposal submitted), extension (ex. time and budget to do the extension activities) and production.

Full administrative support in terms of on – time & efficient processing of all official & relevant documents in the department is very important to sustain the efforts of the faculty. Equally important is the efficient and effective delivery of services of the Soils Research, Testing & Plant Analysis Laboratory (SRTPAL) to support Instruction, Research, Extension & production functions of the department.

Date: July 1, 2019 Target Date: December 31, 2019

First Step:

Submission of instruction, research and extension proposals to the Department Head;

Proper & on – time scheduling and distribution of workload to enable the faculty to perform all the expected functions and effectively deliver the expected outputs.

Expected outcome:

Timely comments and suggestions and endorsement for approval and implementation of the research and extension proposals submitted;

Duration: July 1, 2019 to December, 2019

Next Step: Preparation of proposals for instruction, research and extension


Outcome: Submission of proposals for instruction, research and extension through concerned offices

Final Step/Recommendation:

There should be regular updates from concerned offices on the status of proposals submitted for funding and implementation.


BEATRIZ CUEVAS JADINA
DSS Faculty

Approved:

 4/18/19
SUZETTE B. LINA
Unit Head