

Exhibit K

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%)		5x.50%=2.5	
b. Students (50%)		5x50%=2.5	
Total for Instruction	40	5	2.0
2. Research			
a. Client/Dir. for Research (50%)		5 x 50% = 2.5	
b. Dept. Head/Center Director (50%)		5 x 50% = 2.5	
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		5 x 10% = .25	
b. Dept Head/Center Director (50%)		5 x 10%=.25	
Total for Extension	10%	5	.50
4. Administration	10%	5	.50
5. Production	10%	5	.50
TOTAL			5.0

EQUIVALENT NUMERICAL RATING: 5.0

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 5.0

ADJECTIVAL RATING: Outstanding

Prepared by:

ROSARIO A. SALAS  
Name of Faculty

Reviewed by:

ROSARIO A. SALAS  
Department Head

Recommending Approval:

VICTOR B. ASIO  
Dean/Director

Approved:

BEATRIZ S. BELONIAS  
Vice President

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ROSARIO A. SALAS

Program Involvement (1)	Percentage of Involvement (2)	Individual Rating (3)	Equivalent Numerical Rating (4)
1. Instruction			
a. Head/Demon (50%)		2.5000-2.5	
b. Lecturer (50%)		2.5000-2.5	
2. Total for Instruction	100%	2	2.0
3. Research			
a. Clinical/Research (50%)		2.5000-2.5	
b. Dept. Research/Extension (50%)		2.5000-2.5	
4. Total for Research	100%	2	1.2
5. Extension			
a. Clinical/Research (50%)		2.5000-2.5	
b. Dept. Research/Extension (50%)		2.5000-2.5	
6. Total for Extension	100%	2	1.0
7. Administration			
a. Administration (50%)		2.5000-2.5	
b. Production (50%)		2.5000-2.5	
8. Total			2.0

EQUIVALENT NUMERICAL RATING:  
Add Additional Points If any:  
TOTAL NUMERICAL RATING:

1.0  
2.0

ADJECTIVAL RATING:

Outstanding

Reviewed by:  
ROSARIO A. SALAS  
Name of Faculty

Reviewed by:  
ROSARIO A. SALAS  
Department Head

Recommending Approval:

VICTOR L. ASIO  
Dean/Director

Approved:

DEAN L. S. DEL ROSARIO  
Vice President

Visayas State University  
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION  
Visca, Baybay City, Leyte

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, ROSARIO A. SALAS, Head Department of Horticulture, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December, 2018.

ROSARIO A. SALAS

Ratee

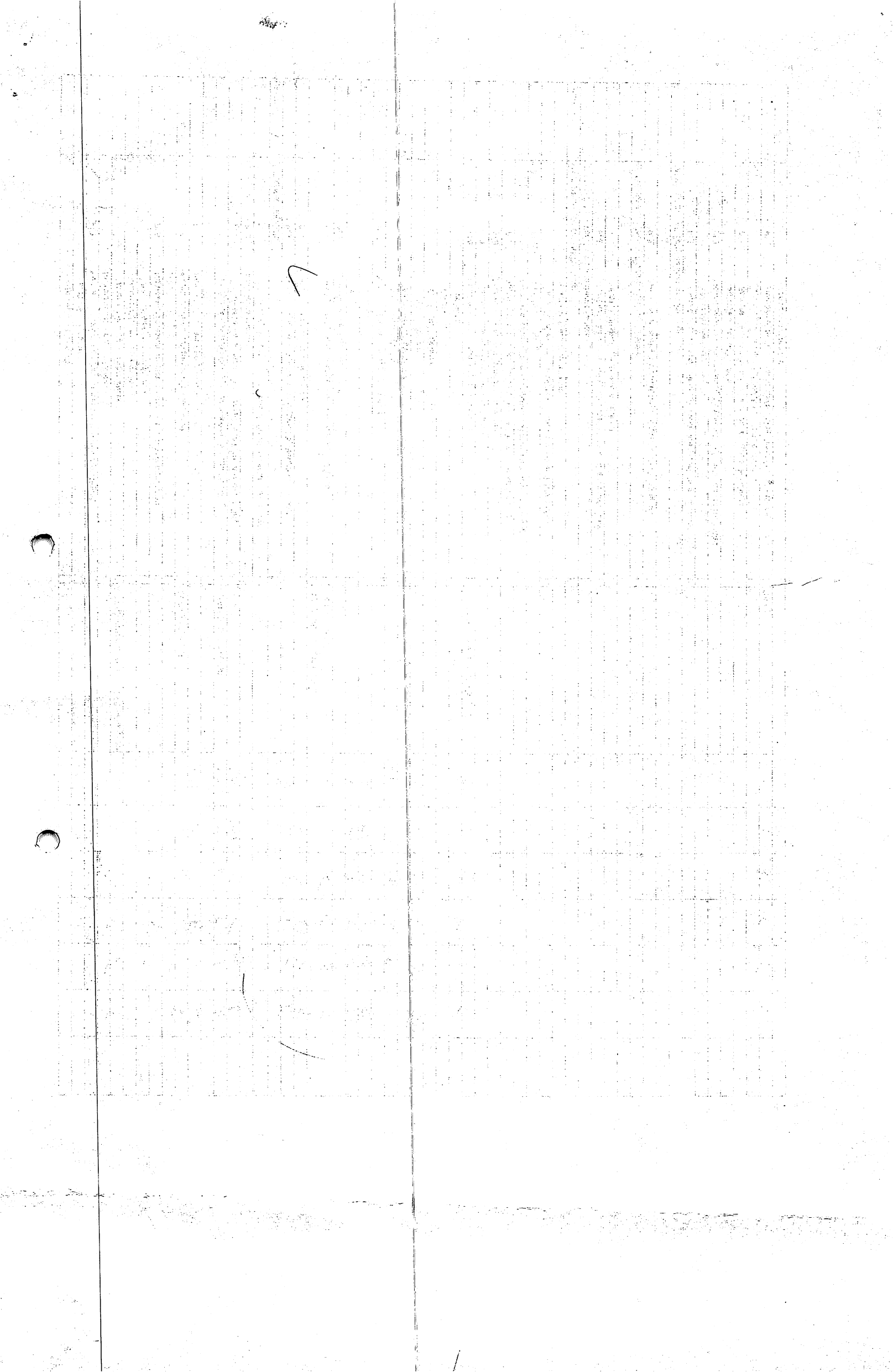
Date: \_\_\_\_\_

VICTOR B. ASIO, Ph.D.  
Dean, CAFS

Date: \_\_\_\_\_

MFOs and Performance indicators	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
<b>MINIMUM PIs PER MFO FOR ACADEMIC DEPARTMENT'S OPCR</b>									
<b>UFMO 1</b>	<b>ADVANCED EDUCATION SERVICES</b>								
	<b>OVPI MFO 1 Graduate Degree Program Management Services</b>								
	PI 1 Graduate degree program monitored	MS and PhD Horticulture	2	2	5	5	5	5	
	PI 2* Total Graduate FTE monitored	Hort 399	0.05	0.08					
	PI 3 Percentage increase in number of graduate students enrolled								
	PI 4 Percentage increase in number of graduate students who								
	<b>OVPI MFO 2 Graduate Student Management Services</b>								
	PI 1 Number of graduate students awarded with scholarships/assistantships	5 MS	5	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		3	6	5	5	5	5	
<b>UMFO 2</b>	<b>HIGHER EDUCATION SERVICES</b>								
	<b>OVPI MFO 1 Curriculum Program Management Services</b>								
	PI 1* Total Undergraduate FTE monitored	Hort 141 lec and Hort 195 lab	10	11.1	5	5	5	5	
	PI 2 Number of undergraduate curricular programs compliant to CMO approved and offered	BSA	1.00	1	5	5	5	5	
	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 Percentage increase in the number undergrad students who graduated within the prescribed period								
	PI 6 Percentage increase in the number undergrad students enrolled								
	PI 7 Number of academe/industry linkage established								
	PI 8 Number of students advised		10	15	5	5	5	5	
	PI 9 Number of student organizations advised/assisted								
	PI 10 Number of instructional materials developed								
<b>UMFO 3</b>	<b>RESEARCH SERVICES</b>								
	PI 1* Number of published papers in internationally indexed journals refereed Int'l journals								

		refereed nat'l journals								
		institutional journals								
	PI 2*	Number of research outputs presented in regional/national/ international for a/conferences								
		international for a/conferences	AFSA Cambodia 2018, ICELS Thailand an	3	5	5	5	5	5	
		national for a/conferences								
		institutional for a/conferences								
	PI 3	Number of research projects conducted and/or completed on scheduled		2	8	5	5	5	5	
	PI 4	Number of research proposals submitted	DA-RFO8 Funded	2	4	5	5	5	5	
	PI 5	Percent of research proposals approved		100%	100%	5	5	5	5	
	PI 6	Amount of research money generated from external funding	ACIAR-Soils, DA-RFO8	4.75M	4.75M	5	5	5	5	
	PI 7	Amount of research money generated from institutional funding		0.027	0.027	5	5	5	5	
	PI 8	Additional outputs								
		Number of research-related awards (faculty & student/faculty)								
UMFO 4	EXTENSION SERVICES									
	PI 1	Number of person-days trained weighted by length of training		100	255	5	5	5	5	
	PI 2	Number of trainings conducted		4	6	5	5	5	5	
			Veg. grafting, hydroponics, seed production							
	PI 3	Number of IEC materials/technoguides developed/used		1	6	5	5	5	5	
	PI 4	Number of beneficiaries served								
		Groups		5	9	5	5	5	5	
		Individuals		50	230	5	5	5	5	
	PI 5	Number of technical/expert services								
		Research Mentoring		15	20	5	5	5	5	
		Peer reviewers/Panelist								
		Resource Persons		3	6	5	5	5	5	
		Convenor/Organizer								
		Consultancy								
		Evaluator								
	PI 6	Number of extension projects conducted	HELP and Enhancing (Modalities)	2	2	5	5	5	5	
	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								
		Number of extension-related awards (extension conducted by faculty and faculty & student								
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								
	PI 2	Number of seminars/trainings/conventions/workshops coordinated outside of the university								
	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	GAP	1	1	5	5	5	5	



		PAGASA AWARD OUTSATNDING GOVERNMENT WORKERS REGIONAL WINNERS (CIVIL SERVICE AWARD)	2	2					PAGASA and Loyalty award
	Number of faculty/staff awards/honors received related to operations support								
	OVPI MFO 4 Program and Institutional Accreditation Services								
	PI 1	Number of degree programs which passed accreditation/evaluation at least Level 1	PhD Horticulture	1	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		Chairman AACUP Level 1 - PhD-Horticul	1	1				
UMFO 6	GENERAL ADMINISTRATION & SUPPORT SERVICES								
	PI 1	Zero complaints from clients							
	PI 2	Additional Outputs/Best Practices	Edible Landscaping	1	1				
	TOTAL OVER-ALL RATING								
	AVERAGE RATING								
	ADJECTIVAL RATING								

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Evaluated and rated by:

ROSARIO A. SALAS  
Head, DOH

Date: \_\_\_\_\_

Recommending Approval:

VICTOR B. ASIO  
Dean, CAFS

Date: \_\_\_\_\_

Approved by:

BEATRIZ S. BELONIAS  
Vice President for instruction

Date: \_\_\_\_\_

Legend: 1 - Quality 2 - Efficiency

3- Timeliness

4 - Average

Comments & Recommendations  
for Development purposes

Keep up the good  
work

100

100

100

100

100

EMPLOYEE DEVELOPMENT PLAN

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

Aim: Maintain the Outstanding rating  
Proposed Interventions to Improve Performance:  
Date: July , 2018 Target Date: December 2018

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: Submitted scientific paper in AFSA Cambodia 2018, ICELS Thailand

Submitted research proposal to DA-RFO-8
Attended scientific conference in AFSA Cambodia 2018, ICELS Thailand and AAACU
Established strong linkage with LGU and ATI on external related activities
Received PAGASA Regional and Loyalty award

Date: January 2019 Target Date: December 2019

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:

Final Step/Recommendation:

Prepared by:

  
**VICTOR B. ASIO**  
Dean, CAFS

Conforme:  
  
**ROSARIO A. SALAS**  
Head, DOH