

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

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

Period: July to December 2019

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%)	35%	5.00	1.75
b. Students (50%)	35%	4.8	1.68
Total for Instruction	70%		3.43
2. Research			
a. Client/Dept. Head	23%	4.8	1.104
b. CAFS Res. Dir.			
Total for Research	23%		1.104
3. Extension			
a. Clients (50%)	5%	4.8	0.24
b. Study Leader (Ext'n project) (50%)			
Total for Extension	5%		0.24
4. Administrative (Mgt of laborers)	2%	5.0	0.1
TOTAL			4.87

EQUIVALENT NUMERICAL RATING: 4.87

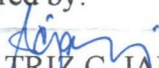
Add: Additional Points, if any:

Punctuality & regular attendance


TOTAL NUMERICAL RATING: 4.87

ADJECTIVAL RATING: Outstanding


Prepared by:


BEATRIZ C. JADINA
Name of Faculty

Reviewed by:


SUZETTE B. LINA
Department Head


Approved:



BEATRIZ S. BELONIAS
Vice-President for Instructions

Visayas State University
College of Agriculture Food and Science
DEPARTMENT OF SOIL SCIENCE
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I BEATRIZ C. JADINA, Professor VI of the DEPARTMENT OF SOIL SCIENCE, 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 2019.


BEATRIZ C. JADINA
Professor VI
Date: January 15, 2010


SUZETTE B. LINA
Head, Department of Soil Science
Date: _____

MFOs AND PERFORMANCE INDICATORS	Success/Performance Indicator (PI)	TARGET	Actual Accomplishment	RATING				REMARKS
			As of November 2019	Q1	E2	T3	A4	
MFO 1. Curriculum Program Management Services								
	PI1: FTE 1 st sem 2019-2020 Teaches: SS 24 Soil & Soil Management SS 199 SEMINAR B. Earth Science (Stem 1), lec Earth Science (Stem 1), lab Total FTE	FTE 90 6 18 18 21.1	 100 11 28 28	 5 5 5 5	 4.8 4.8 4.8 4.8	 5 5 5 5	 4.93 4.93 4.93 4.93	
	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)							
	PI4. Number of Instructional Materials Developed/Revised and Utilized							
	PI5. Number of Student Research Advising	0	2	5	5	5	5.0	Lungay, Benedito

	Approved thesis outline submitted within the prescribed period (including SRC membership)	0	1	5	5	5	5.0	Lungay
	Approved manuscript submitted within the prescribed period							
	PI6: Student Advising and Consultation Services:	0	5	4.5	4.5	4.5	4.5	Thesis and Academic advisees
	Number of student Academic Advisee	5	11	5	5	5	5.0	
	Number of High School Research advisees							
	Number of student-related activities assisted	0	1	5	4.5	5	4.83	
	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							
	PI11: Number of students awarded with scholarship/ fellowship/grants							
	PI12: Number of graduates gainfully employed in jobs related to their undergraduate programs							
	PI13: Number of actual contact hour							
	PI14: Number of approved outline	0	1	5	4.5	5	4.83	
	PI15: Number of approved outline for special problem							
	PI16: Number of approved manuscript							
	PI17: Number of sections coordinated	1	5	5	4.5	5	4.83	
	PI18: Number of students coordinated	50	120	5	4.5	5	4.83	

UMFO 3: Support to Operations (STO)								
MFO 3. Faculty Recruitment/Hiring Services								
	PI1: Number of faculty recruited/hired aligned with ISO standards							
MFO 3. Faculty Evaluation Services								
	PI1: Teaching performance rating:							
	SS 24 Soil & Soil Management	90	100	5	4.8	5	4.93	
	SS 199 SEMINAR B.	6	11	5	4.8	5	4.93	
	Earth Sciences (Stem 1), lec	18	28	5	4.8	5	4.93	
	Earth Sciences (Stem 1), lab	18	28	5	4.8	5	4.93	
UMFO 4: Research Services								
	PI1 Number of Outputs Published in CHED accredited journals/internationally indexed journals:	0	1	5	5	5	5	
	Number of book/book chapter published	0	1	5	5	5	5	
UMFO 5: Extension Services								
	PI1: No. Of extension project conducted	0	1	5	4.5	4.5	4.67	
	PI2: No. of trainings conducted	1	3	5	5	5	5.0	ATI; DSS
	PI3: Number of beneficiaries served:	5	15	5	5	5	5.0	ATI; DSS
	Groups/ Institutions							
	Individuals							
	PI4: Technical/ Expert services (international, national, regional):							
	Consultancy							
	RDE reviewer/ panelist							
	Served as Resource person	0	2	5	5	5	5.0	
	Convenor/Organizer							
	International							

	National							
	Regional/Local							
MFO 1. Administrative and Facilitative Services								
	PI1: Number of Bids and Awards Committee meetings attended	5	>10	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	
	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	w/ ATR
	Number of papers submitted in ISI accredited journal	0	1	4.5	4.5	4.5	4.5	
	PI3: Number of Outputs Presented in Regional/National/International Fora/ Conferences:							
	In International Fora/Conferences							
	In National Fora/Conferences	0	1	5	5	5	5.0	
	In Regional/Local Fora/Conferences	0	1	5	5	5	5.0	
	PI14: No. of Conference, Training, workshop and seminars attended	0	2	5	5	5	5.0	
	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	
	PI5: No. of research conducted and completed on time							
	PI6: No. of Research conducted (Serve as Consultant)							

	PI7: Amount of research funds generated							
	PI8: No. of Scientific articles reviewed & edited	0	1	5	5	5	5.0	
	PI8: No. of linkages forged							
	International							
	National (PCAARRD)							
	P14: Number of Department meetings attended	0	2	5	5	5	5.0	
	PI4: Membership in University committees	0	1	5	5	5	5.0	
	PI5: Prompt submission of required Grades for all courses handled	2	4 All grades for all courses handled were submitted on time	5	5	5	5.0	
	PI6: Number of faculty members mentored							
	PI7: Number of department activities supervised							
	PI8: Number of field activities supervised	0	3	4	5	5	4.67	
	PI9: Number of field labor coordinated	0	2	5	5	5	5.0	
	PI11: Number of reports reviewed/referred/filed							
TOTAL OVERALL Rating							185.60	
Average Rating							4.88	
Adjectival Rating								

Comments and Recommendations for Development Purpose:

Should target to publish ISI indexed article every year.

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

Evaluated and Rated by:



SUZETTE B. LINA

Head, Department of Soil Science

Date: _____

Recommending Approval:



VICTOR B. ASIO

Dean, College of Agriculture and Food Science

Date: _____

Approved:



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:


SUZETTE B. LINA
Unit Head