

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%)		4.75	
b. Students (50%)		4	
Total for Instruction	40%	4.75 x 4.38	4.9 1.75
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		-	
Total for Research	30%	4.6	1.38
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		-	
Total for Extension	15%	4.86	0.73
4. Administration	10%	5	0.5
5. Production	5%	4	0.2
TOTAL			4.718 4.56

EQUIVALENT NUMERICAL RATING:

4.718 4.56

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.718 4.56

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

ROSARIO A. SALAS

Name of Faculty

VICTOR B. ASIO

College Dean, CAFS

Recommending Approval:

VICTOR B. ASIO

Dean/Director


Approved:

BEATRIZ S. BELONIAS


Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Rosario A. Salas, a faculty member of the DEPARTMENT OF Horticulture commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July - December 2021.


ROSARIO A. SALAS
 Associate Professor V
 Date: 1/10/22

Approved:


VICTOR B. ASIO
 College Dean
 Date: 1/18/22

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
							Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES											
OVPI MFO 2. Graduate Student Management Services											
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE		Handles subjects/courses assigned (Hort 291)	0.41	1.33	5	5	5	5.00	
	PI 8: Number of graduate students advised *	A2. Number of students advised		Acts as academic adviser to graduate students	8	9	5	5	5	5.00	
		A3. Number of students advised on thesis/special problem/dissertation									
		As GAC Chairman		Advises and corrects research outline and thesis/SP/dissertation manuscript	8	9	5	5	5	5.00	
		AS GAC Member		Advises and corrects research outline and thesis/SP/dissertation manuscript	5	6	5	5	5	5.00	
		A4. Number of students entertained for consultation purposes		Entertains students seeking consultation with faculty	30	32	5	5	5	5.00	
	PI 9: Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review		Converts the existing instructional materials into flexible learning systems							

		On-line ready courseware		Prepares instructional module/laboratory guide/workbook or a combination thereof								
		Supplemental learning resources		Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	2	5	5	5	5.00		
		Assessment tools		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	2	5	5	5	5.00		
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor		Submits the course ware duly reviewed by TRP for editing by MMDC editor								
		A 7 : Number of virtual classroom created and operational		Creates virtual classroom using either Moodle or Google Classroom								
	PI 10 : Additional outputs:	A 8 : Other outputs implementing the new normal due to covid 19		Designs experiential learning activities and other outputs to implement new normal								
UMFO 2. HIGHER EDUCATION SERVICES												
OVPI UMFO 3. Higher Education Management Services												
	PI 5: Total FTE, coordinated, implemented and monitored *	A9 Actual Faculty's FTE		Handles and teaches courses assigned	2.5	2.9	5	5	5	5.00		
		A10. Number of grade sheets submitted within prescribed period	Preparation	Prepares gradesheet and submits on or before deadline	1	1	5	5	5	5.00		
		A11. Number of INC forms with grade submitted within prescribed period		Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period								
		A12. Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings								
		A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	2	2	5	5	5	5.00		
		A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	6	8	5	5	5	5.00		
		A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required								
	PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviser to students	15	19	5	5	5	5.00		

		<u>A17. Number of students advised on thesis/ field practice/special problem:</u>									
		<i>As SRC Chairman</i>	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript	5	5	5	5	5	5.00	
		<i>As SRC Member</i>	Advising/correction	Advises and corrects research outline and thesis/SP manuscript							
		<u>A18. Number of students entertained for consultation purposes</u>		Entertains students consulting on subject taught, thesis and grades	15	19		5	5	5.00	
	<u>PI 9:</u> Number of student organizations advised/ assisted *	<u>A19. Number of Student organizations advised</u>		Advises student organizations recognized by USOO							
		<u>A20. Number of Student organizations assisted on student related activities</u>		Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	
	<u>PI 10:</u> Number of instructional materials developed *	<u>A 21 :</u> Number of on-line course ware developed and submitted :		Prepares and submits for review by the Technical Review Panel							
		<i>On-line ready courseware</i>		<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>							
		Supplemental learning resources		<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	5	6	5	5	5	5.00	
		<i>Assessment tools</i>		Prepares assessment tools such as long exam, quizzes, problems sets, etc.	20	25	5	5	5	5.00	
		<u>A 23 :</u> Number of on-line course ware reviewed by TRP & edited by MMDC editor		Submits the course ware duly reviewed by TRP for editing by MMDC editor							

	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *		Prepares, submits and presents research paper in scientific for a/conferences	1	2	5	5	5	5.00	
		<i>In int'l fora/conferences</i>									
		<i>In nat'l/regional fora/conferences</i>									
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved		Prepares research proposals, submits and follows up its approval for immediate implementation							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)									
		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer		Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper							
		A 34. Number of UMs submitted to ITSO, VSU	UM preparation	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19		Designs research related activities and other outputs to implement new normal							
UMFO 4. EXTENSION SERVICES											
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained		Identifies and links with probable partners for extension activities and maintains this active partnership	2	3	5	5	5	5.00	
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training		Conducts trainings among beneficiaries of technologies for transfer	50	123	5	5	5	5.00	

	P13. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A38. Number of extension programs/projects implemented		Implementes duly approved extension projects	4	5						
	P14. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance		Provides quality and relevant training courses and advisory services	50	100%	5	5	5	5.00		
	P15. Number of technical/expert services	A40. Number of technical/expert services as/in:		Provides the technical and expert services requested by beneficiaries								
	Research Mentoring	Research Mentor			3	4	5	5	5	5.00		
	Peer reviewers/Panelists	Peer reviewers/Panelists										
	Resource Persons	Resource Persons			1	4	5	5	5	5.00		
	Convenor/Organizer	Convenor/Organizer										
	Consultancy	Consultant										
	Evaluator	Evaluator										
	P18. Percent of extension proposals approved *	A41. Percent of extension proposals approved *		Prepares extension project proposals, submits and follow up its approval for immediate implementation								
	P111. Additional outputs *	A42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		CSC PAGASA AWARD Regional Winner (Group Category)		1	5	5	5	5.00		
		A43. Other outputs implementing the new normal due to covid 19		Designs extension related activities and other outputs to implement new normal	1	1	4	4	4	4.00		
UMFO 5. SUPPORT TO OPERATIONS												
OVPI MFO 4. Program and Institutional Accreditation Services												
	P18. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	A44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*		Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member								

		A 45. Compliance to all requirements of the program and institutional accreditations:	Minutes Preparation	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations	Pilot Plant Manager								
		On institutional accreditations	SSF Rootcrop facility incharge								
UMFO 6. General Admin. & Support Services (GASS)											
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services		Provides customer friendly frontline services to clients							
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *		Initiates/introduces improvements in performing functions resulting to best practice							
		A 48. Other outputs implementing the new normal due to covid 19		Designs administration/management related activities and other outputs to implement new normal							
	Total Over-all Rating										
	Average Rating									4.89	
	Adjectival Rating									Outstanding	

Evaluated & Rated by:

VICTOR B. ASIO

Dean, CAFS

Date:

Recommending Approval

VICTOR B. ASIO

Dean, CAFS

Date:

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 1/24/22

Comments & Recommendations
for Development purposes

Keep up the v. good
mk

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROSARIO A. SALAS

Performance Rating: OUTSTANDING

Aim: Maintain the Outstanding rating

Proposed Interventions to Improve Performance:

Date: July, 2021

Target Date: December, 2021

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:

Publish scientific paper in referred journal

Established strong linkage with LGU and ATI on external related activities

Date: July, 2022

Target Date: December, 2022

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

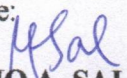
Outcome: _____

Final Step/Recommendation: _____

Prepared by:


VICTOR B. ASIO
Dean, CAFS

Conforme:


ROSARIO A. SALAS
Head, DOH