

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ARSENIO D. RAMOS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.8x50%= 2.43	
b. Students (50%)		5.0x50% = 2.5	
Total for Instruction	40%	4.93	1.92
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%)		5.0 x 50%) = 2.5	
b. Dept Head/Center Director (50%)		5.0 x 50% = 2.5	
Total for Extension	20%	5	1.0
4. Administration	5%	5	.25
5. Production	5	5	.25
TOTAL			4.92

EQUIVALENT NUMERICAL RATING: 4.92

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.92

ADJECTIVAL RATING: Outstanding

Prepared by:

ARSENIO D. RAMOS

Name of Faculty

Reviewed by:

ROSARIO A. SALAS

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

Assoc. President  
 BEATRIX S. BELOZILSK

Secretary:

Pres. Director  
 AUSTON B. VINO

Responsible for the work of:

Name of Faculty  
 VIKTORIO D. KALLOS

Responsible Head  
 KOSTANTIN A. STIGLITZ

Responsible for:

Responsible for:

ADDITIONAL VALUES:

(continued)

TOTAL NUMERICAL VALUES:

485

and additional points if any:

TOTAL NUMERICAL VALUES:

485

TOTAL			485
2	Production	2	52
1	Administration	2	52
	Total for Extension	2	104
	(20%)		
	a. Debt Head Center Director	$20 \times 20\% = 4$	
	b. Credit Dir. for Extension (20%)	$20 \times 20\% = 4$	
3	Extension		
	Total for Research	20%	12
	(20%)		
	a. Debt Head Center Director	$2 \times 20\% = 4$	
	b. Credit Dir. for Research (20%)	$2 \times 20\% = 4$	
3	Research		
	Total for Instruction	40%	165
	(40%)		
	a. Graduate (20%)	$20 \times 20\% = 4$	
	b. Undergrad (20%)	$12 \times 20\% = 2.4$	
1	Instruction		
	(1)	(2)	(3)
	Instruction	Instruction	Instruction
	Research	Research	Research
	Production	Production	Production
	Administration	Administration	Administration

Name of Faculty Member: VIKTORIO D. KALLOS

# WITH MULTIPLE FUNCTIONS SUMMARY OF INDIVIDUAL VALUES OF FACULTY MEMBERS

EXHIBIT K

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

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

I, ARSENIO D. RAMOS, Associate Professor IV, 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.

ARSENIO D. RAMOS

Ratee

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

ROSARIO A. SALAS, Ph.D.

Head,DOH

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 EDUCATON SERVICES								
	OVPI MFO 1	Graduate Degree Program Management Services							
	PI 1	Graduate deree program monitored							
	PI 2*	Total Graduate FTE monitored	Hort 209 lec and lab, Hort 300, Hort 400	3	4.47	5	5	5	5
	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 Managemet Services							
	PI 1	Number of graduate students awarded with scholarships/assistantships							
	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	1	5	5	5	4.67
UMFO 2	HIGHER EDUCATION SERVICES								
	OVPI MFO 1	Curriculum Program Management Services							
	PI 1*	Total Undergraduate FTE monitored	Classes to be handled: Hort 142 lec and Lab, Hort 195, Hort 200	25	21.05	4	5	5	4.67
	PI 2	Number of undergraduate curricular programs compliant to CMO							

	approved and offered								
	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	2	10	5	5	5	5	
	PI 9	Number of student organizations advised/assisted							
	PI 10	Number of instructional materials developed							
UMFO 3	RESEARCH SERVICES								
	PI 1*	Number of published papers in internationally indexed journals refereed int'l journals	1	0					**
		refereed nat'l journals							
		institutional journals							
	PI 2*	Number of research outputs presented in regional/national/international for a/conferences							
		international for a/conferences							
		national for a/conferences							
		institutional for a/conferences							
	PI 3	Number of research projects conducted and/or completed on scheduled	2	3	5	5	5	5	
	PI 4	Number of research proposals submitted							
	PI 5	Percent of research proposals approved							
	PI 6	Amount of research money generated from external PCARRD	1M	2M	5	5	5	5	
	PI 7	Amount of research money generated from institutional funding							
	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	200	148.75	4	5	5	4.67	
	PI 2	Number of trainings conducted	5	3	4	5	5	4.67	
	PI 3	Number of IEC materials/technoguides developed/used							
	PI 4	Number of beneficiaries served		1	5	5	5	5	
		Groups	5	3	5	5	5	5	
		Individuals	200	140	5	5	5	5	
	PI 5	Number of technical/expert services							
		Research Mentoring							
		Peer reviewers/Panelist	2	2	5	5	5	5	
		Resource Persons	5	3	5	5	5	5	
		Convenor/Organizer							
		Consultancy							

		<i>Evaluator</i>							
		PI 6	Number of extension projects conducted		3	3	6	5	5
		PI 7	Number of extension proposals submitted						5
		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		100,00	150,00			
		PI 11	Additional outputs						
			<i>Number of extension-related awards (extension conducted by</i>						
			<i>faculty and faculty &amp; 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						
		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		1	1	5	5	5
			conducted attended						
		PI 5	Additional outputs						
			<i>Number of faculty/staff awards/honors received related to operations</i>						
			<i>support</i>						
	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/</i>						
			<i>facilitated</i>						
UMFO 6			GENERAL ADMINISTRATION & SUPPORT SERVICES						
		PI 1	Zero complaints from clients						
		PI 2	Additional Outputs/Best Practices						
			TOTAL OVER-ALL RATING						
			AVERAGE RATING						4.87

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	ADJECTIVAL RATING							0	
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\* on per capita basis

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: \_\_\_\_\_

### Comments & Recommendations for Development purposes

*Keep up the good  
work*

Second Sem 2016-2017	Contact hr/week	No. of students	Denomina	FTE
Hort 142 Lec	2	53	20	5.3
Hort 142 Lab	3	53	20	8.0
Hort 195 lab	3	32	20	4.8
Hort 209 Lec	2	8	12	1.3
Hort 209 Lab	3	8	12	2.0
Hort 200 (adviser)	5	10	20	2.5
Hort 200 (SRC-memb)	1.5	6	20	0.45
Hort 400 (adviser)	5	1	12	0.42
HORT 400 (GAC-mem)	1.5	3	12	0.375
Hort 300 (GAC Memb)	1.5	3	12	0.38
Sub-Total				
Grand Total				25.52

#### List undergraduate students theses advisees:

Jomel L. Bengalan, Jehu O. Callet, Shikina Tommy G. Engcoy, Roxanne S. Labetigan, JanLloyd L. Espadera, Jonna Mae T. Placido, Judy Ann L. Purca  
Gabriel D. Alombro, Jr, Patricia P. Gay, Jaypee P. Tagoctoc

#### List of graduate students theses advisees:

Sarah M. Ravelo- PhD student

Hort 300 (GAC member)

Mark Joshua S. Quevedo, Lilibeth O Manla, Ma. Kristine L. Aban

Hort 400 (GAC Member)

Eduarda D. Zulla, Richielda R. Sumalinog, Leif Marvin R. Gonzales, Ramonita C. Vernao

**Training conducted:**

Cacao and Coffee Production, Cabucgayan, Go Negosyo Center, Cabucgayan Province of Biliran, February 16-17, 2018. - 50 participants  
Participatory Planning Workshop on Priority Livelihood Programs of the VSU/CAFS-ATI-LGU Project Phase II, Baybay City Women Center, 27, 2018.  
Cogon, Baybay City, Leyte, Feb. - 80 participants  
Training on Black Pepper Production, National Coconut Research and Training Center, VSU, Visca, Baybay City, Leyte, August 7, 2018 - 25 Participants

**Extensio Project Conducted:**

Horticulture for Environment and Livelihood Promotion Project (Plantation Crops Industry Development)  
Establishment of the Visayas State University Coffee and Cacao Techno-demo and Learning Farm  
Enhancing Agricultural Productivity in the City of Baybay Using the BIDANI Strategy: Academe-ATI-LGU Partnership in Extension Modalities

**Research Projects Conducted:**

Study Leader -Development and Evaluation of the Functional Productivity of Edible Landscape  
Co-Study Leader -Livelihood Component of Forest Landscape Restoration under ACIAR ASEM/2016/103 Enhancing Livelihoods through Forest Landscape Restoration 2016- 2022  
Research Staff - Characterization of Ten Promising Cacao Verities Under the Agroclimatic Conditions of Eastern Visayas and Southeastern Mindanao 2018-2021





EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ARSENIO D. RAMOS

Performance Rating: OUTSTANDING

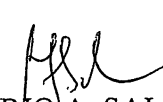

Aim: Enhance Work Efficiency

Proposed interventions to Improve Performance

Date: January, 2018

Target Date: December 2018

First Step:

1	Write and submit 1 research and 1 extension proposal for funding
2	Actively participate in all department, college and university activities
3	Implement existing extension and research projects effectively
4	Attend conferences, trainings, seminars and workshops related to the field of specialization
5	Prepare and present project reports
Results	
1	Submitted 1 extension proposal
2	Actively participated in all department, college and university activities
3	Effectively implemented 2 extension projects and 2 research projects
4	Attended conferences, trainings, seminars and workshops related to the field of specialization
5	Prepared and presented research and extension projects during the annual In-House Review
Date:	January, 2019
Target Date:	December, 2019
Next Step:	
1	Write and submit 1 research proposal for funding
2	Actively participate in all department, college and university activities
3	Continue implementation of existing extension and research projects effectively
4	Attend conferences, trainings, seminars and workshops related to the field of specialization
5	Write and submit 1 scientific publication to a referred journal
6	Present research findings in scientific conference
Outcome:	
Final Step/Recommendation	
Approval of the research and extension proposals after the presentation/evaluation.	
Prepared by:  <u>ROSARIO A. SALAS</u> Unit Head	
Conforme:  <u>ARSENIO D. RAMOS</u> Name of Ratee Faculty/Staff	