

**Exhibit K**

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **ZENAIDA C. GONZAGA**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.98 \times 50\% = 2.49$	
b. Students (50%)		$4.33 \times 50\% = 2.16$	
Total for Instruction	40%	4.66	1.86
2. Research			
a. Client/Dir. for Research (50%)		$5 \times 50\% = 2.5$	
b. Dept. Head/Center Director (50%)		$5 \times 50\% = 2.5$	
Total for Research	30%	5.0	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		$5.0 \times 50\% = 2.5$	
b. Dept Head/Center Director (50%)		$5.0 \times 50\% = 2.5$	
Total for Extension	10%	5	0.5
4. Administration	10%	5	0.5
5. Production	10%	5	.5
TOTAL			4.86

EQUIVALENT NUMERICAL RATING: 4.86

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.86

ADJECTIVAL RATING: Outstanding

Prepared by

ZENAIDA C. GONZAGA

Name of Faculty

Reviewed by:

ROSARIO A. SALAS

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

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

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ZENaida C. GONZAGA, 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 January to June 2019.

ZENaida C. GONZAGA

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 EDUCATION SERVICES								
	OVPI MFO 1 Graduate Degree Program Management Services								
	PI 1 Graduate degree program monitored								
	PI 2* Total Graduate FTE monitored	Hort 304	1	2.5	5	5	5	5	Hort 304 lec (6) Hort 304 lab (6)
		Hort 299	2	2.17	5	5	5	5	Hort 299 lec (13)
		Hort 399	1	0.5	5	5	5	5	Hort 399 lec (3)
	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								
		Emmanuel Auguis, Eddie Cagasan, Joy Codog, Malvin Datan, Blache Franchette Llera, Warren Obeda and Ariel Paguntalan	3	7	5	5	5	5	
	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	Emmanuel Auguis, Eddie Cagasan, Joy Codog, Malvin Datan, Blache Franchette Llera, Warren Obedo and Ariel Paguntalan	4	7	5	5	5	5	
UMFO 2	HIGHER EDUCATION SERVICES									
	OVPI MFO 1	Curriculum Program Management Services								
	PI 1*	Total Undergraduate FTE monitored	Hort 22; Hort 200	10	11.10	5	5	5	5	Hort 22 lec (68), Hort 22 lec (31), Hort 200 (12)
	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	Circulado A., Quilaton, M.N.J., and Molato J.	2	3	5	5	5	5	
	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								
			Cabahit, Joy., Circulado Almera., Jhunlex Dusan., Mike Fuentes., Gilberto Gucela., Jonathan Misperos., Jessa Molato., Ma.Narissa Quilaton., Marvin Seva., Reuben Timkang., James Unay and Alvic Yamas	8	12	5	5	5	5	
	PI 8	Number of students advised								
	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								

		Annals of Tropical Research Journal*	5	7	5	5	5	5	Gonzaga, Z. C., O.B. Capuno, J.C. Rom, A.L.G. Gorme, W.L. Obeda, S. McDougall, A. Goldwater and G.S. Rogers 2017. Performance and Water Usage of Selected Vegetables as Influenced by Different Irrigation Systems under House-type Structure. Annals of Tropical Research.
	<i>refereed int'l journals</i>								
									Gonzaga, Z. C., O.B. Capuno, M. Labonite, E.A Lonzaga, N.F.M. Napuran, A.A. Sarco, A.G. Gorme, J.C. Rom, H.B. Dimabuyu, D. Jomoc, J. Labonite, I.Torre Franca, A.Sentorias, L.E. Mante, J. Villanueva, G.S. Rogers, A. Goldwater and S. McDougall 2017. Increasing Pechay (Brassica rapa L. ssp. chinensis) Production under Conventional and Protected Cultivation through Suitable Seedling Establishment Grown in the Southern Philippines. Annals of Tropical Research.
									Gonzaga, Z. C., L.M.S. Fuentes, O.B. Capuno, J.C. Rom, Ana Linda G. Gorme, H.B. Dimabuyu, S. McDougall and G.S. Rogers 2017. Growth and Yield of Different Leaf-type Lettuce Cultivars Grown in Protected and Open field Cultivation. Annals of Tropical Research.

									Gonzaga, Z. C., L.F. Legaspi, O.B. Capuno, J.C. Rom, A.L.G. Gorme, S. McDougall and G. S. Rogers 2017. Growth and yield of non-grafted and grafted tomato ( <i>Solanum lycopersicum</i> L.) cultivars grown in two cultivation systems. <i>Annals of Tropical Research</i> .
									Gorme, A.L.G., Z. C., Gonzaga, O.B. Capuno, J.C. Rom, S. McDougall and G.S. Rogers 2017. Growth and Yield of Tomato ( <i>Solanum Lycopersicum</i> ) as Influence by Different Soil Organic Amendments and Types of Cultivation. <i>Annals of Tropical Research</i> .
									Borines L.M., R.M.Sagarino F. Cañete, Z.C., Gonzaga, S. McDougall and L.Tesoriero 2017. Managing major disease of tomato ( <i>Solanum Lycopersicum</i> L.) <i>Annals of Tropical Research</i>
									Borines L.M., M. dela Cruz, F. Cañete, Z.C., Gonzaga, O.B., Capuno, G. Rogers, S. McDougall and L.Tesoriero 2017. Efficacy of wood vinegars for the control of <i>Sclerotium rolfsii</i> affecting tomato( <i>Solanum Lycopersicum</i> L.) <i>Annals of Tropical Research</i> .
	<i>refereed nat'l journals</i>								
	<i>institutional journals</i>								



	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	Participant, 2nd Regional Conference of the Society of Agricultural Educators in Region 8, Inc. held on June 21, 2019 at VSU,Visca, Baybay City, Leyte	1	1	5	5	5	5	
	PI 3	Number of research projects conducted and/or completed on	(1) Developing vegetable value chains to meet evolving market expectations in the philippines	3	4	5	5	5	5	
		scheduled	(3) On-farm Research on Integrated/Diversified Farming systems in Yolanda affected areas in Region							
	PI 4	Number of research proposals submitted								
	PI 5	Percent of research proposals approved								
	PI 6	Amount of research money generated from external funding	P19,845,000.00							
			P2,000,000.00							
	PI 7	Amount of research money generated from institutional funding	P1,400,000.00							
	PI 8	Additional outputs	P200,000.00							
		Number of research-related awards (faculty & student/faculty)	16th National Science Quest. February 10, 2019. Teacher's Camp, Bagiuo City, Philippines. National	1	1	5	5	5	5	4th Place Best Paper-Life Science Category entitled AMPATOLA: A strategy of controlling bacterial wilt and increasing yields of Ampalaya (Momordica charantia L.)
UMFO 4	EXTENSION SERVICES									
	PI 1	Number of person-days trained weighted by length of training								
	PI 2	Number of trainings conducted								
	PI 3	Number of IEC materials/technoguides developed/used								
	PI 4	Number of beneficiaries served								
		Groups								
		Individuals								
	PI 5	Number of technical/expert services								

		Gonzaga J.A., Gonzaga, Z.J., and Soria S. - Elementary level	1	1	5	5	5	5	
	<b>Research Mentoring</b>								
	<b>Peer reviewers/Panelist</b>								
		AGRICULTURE AND FOOD TECHNOLOGY BUSINESS INCUBATOR BOOTCAMP held on January 23-25, 2019 held at Visayas State University, TBI Room Visca Baybay City, Leyte	1	1	5	5	5	5	
	<b>Resource Persons</b>								
	<b>Convenor/Organizer</b>								
		ACIAR technical consultant for protected cultivation	1	2	5	5	5	5	
	<b>Consultancy</b>	CAPE Consultant							
		Science and Humanities Journal	1	1	5	5	5	5	Morpho-anatomical and Physiological Changes of the Lady's finger (Abelmoschus esculentus L.) Moench Var. "Smooth Green") Fruit and Seed during development
	<b>Evaluator</b>								
	PI 6	Number of extension projects conducted	1	1	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							
	<b>Number of extension-related awards (extension conducted by faculty and faculty &amp; student)</b>								
UMFO 5	<b>SUPPORTING TO ORGANIZATIONS</b>								
	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 os seminars/trainings/conventions/workshops coordinated							







**EMPLOYEE DEVELOPMENT PLAN**Name of Employee: ZENaida C. GONZAGAPerformance Rating: OUTSTANDINGAim: Maintain the Outstanding rating

Proposed Interventions to Improve Performance:

Date: January, 2019 Target Date: December 2019First Step: To publish scientific paper in referred journalTo write and submit research proposal to funding agenciesTo attend trainings/seminars, scientific conference related to agricultureTo continue establish strong linkage with ACIARResult: Submitted scientific paper in PSSN Journal and Science and Humanities JournalAttended scientific conference in PSSN/ICoNSIE 2019 and AFSA 2018Established strong linkage with ACIARDate: January 2020Target Date: December 2020

Next Step:

To publish scientific paper in referred journalTo write and submit research proposal to funding agenciesTo attend trainings/seminars, scientific conference related to agricultureTo continue establish strong linkage with LGU and ATI-8 on extension related activitiesTo maintain and improve the manage demonstration/learning site

Outcome: \_\_\_\_\_

Final Step/Recommendation: \_\_\_\_\_

Prepared by:

  
ROSARIO A. SALAS  
 Unit Head

Conforme:

  
ZENaida C. GONZAGA  
 Name of Ratee Faculty/Staff