

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%)		4.5x50%= 2.25	
b. Students (50%)		4.67x50% = 2.335	
Total for Instruction	40%	4.585	1.834
2. Research			
a. Client/Dir. for Research (50%)		4.8 x 50% = 2.4	
b. Dept. Head/Center Director (50%)		4.8 x 50% = 2.4	
Total for Research	30%	4.8	1.44
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	10%	5	0.5
4. Administration	10%	5	0.5
5. Production	10%	5	.5
TOTAL			4.774

EQUIVALENT NUMERICAL RATING: 4.774
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.774


ADJECTIVAL RATING: Outstanding

Prepared by: Reviewed by:
 
ZENaida C. GONZAGA ROSARIO A. SALAS

Name of Faculty 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 July to December, 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 EDUCATON SERVICES									
	OVPI MFO 1	Graduate Degree Program Management Services								
	PI 1	Graduate deree program monitored								
	PI 2*	Total Graduate FTE monitored	Hort 241 (lab&lec)	2	4.17	5	5	5	5	Hort 241 (10)
	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, Malvin Datan, Blanche Franchette Llera, Warren Obeda, and Ariel Paguntalan	5	6	5	5	4	4.67	
	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								
			Emmanuel Auguis, Eddie Cagasan, Malvin Datan, Blanche Franchette Llera, Warren Obeda, and Ariel Paguntalan	5	6	4	5	5	4.67	
	PI 4	Number of graduate students advised								
UMFO 2	HIGHER EDUCATION SERVICES									
	OVPI MFO 1	Curriculum Program Management Services								
	PI 1*	Total Undergraduate FTE monitored	Crpsc 22 (2 Lec)	10	17	4	5	5	4.67	Crpsc 22 (169)
	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	Percentag increase in the number undergrad students who graduated withinn the prescribed period								

	PI 6	Percentage increase in the number undergrad students enrolled								
	PI 7	Number of academe/industry linkage established	Jhunlex Dusan., Mike Fuentes., Gilberto Gucela., Jonathan Misperos., Marvin Seva., Reuben Timkang., James Unay., Alvic Yamas., Melissa Pondolan ., Christiana Jade Manuel, and Babatla Ma.	8	11	4	5	5	4.67	
	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 refereed int'l journals	1	1	5	4	5	4.67	Gonzaga, Z. C., W.L. Obeda, A.L.G. Gorme, J.C. Rom, O.F. Abrantes Jr., and O.B. Capuno. Growth and Yield of Okra (<i>Abelmoschus esculentus</i> (L.) Moench) Grown in the Marginal Upland Area of Sta. Rita, Samar as Influenced by Different 6 Planting Densities and Mulching Materials. Annals of Tropical Research
		national refereed int'l journals								
		institutional journals								
	PI 2	Number of research outputs presented in regional/national/international for a/conferences								
		national for a/conferences								
		institutional for a/conferences								
	PI 3	Number of research projects conducted and/or completed on scheduled	Presentor, International Conference on Nature Studies and Innovations for the Environment (ICoNSIE-1016) and PSSN's 19th Annual Scientific Conference on 2-6 July 2019 at Palawan State University, Puerto Princesa Palawan, Philippines	5	10	5	5	5	5	
			Developing vegetable value chains to meet evolving market expectations in the philippines	1	1	5	5	5	5	
			On-farm Research on Integrated/Diversified Farming systems in Yolanda affected areas in Region	1	3	4	5	5	4.67	
	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							
			P1,400,000.00							
			P200,000.00							
	PI 7	Amount of research money generated from institutional funding								
	PI 8	Additional outputs								
		Number of research-related awards (faculty & student/faculty)								
										Regional- 2-Al Francis Bron & Yshmael Pajuelas.1st Place -Life Science Category

[illegible]

		Convenor/Organizer								
		Consultancy								
		Evaluator	Annals of Tropical Research	1	1	5	5	5	5	
			Horticulture for Environment and Livelihood Promotion (HELP)	1	1	5	5	5	5	
	PI 6	Number of extension projects conducted								
	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								
	PI 5	Additional outputs								
		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								
	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								
UMFO 6	GENERAL ADMINISTRATION & SUPPORT SERVICES									
	PI 1	Zero complaints from clients		0	0	5	5	5	5	
	PI 2	Additional Outputs/Best Practices								
		TOTAL OVER-ALL RATING								77.67
		AVERAGE RATING								4.85
		ADJECTIVAL RATING								Outstanding

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ZENaida C. GONZAGA
Performance Rating: OUstanding

Aim: Maintain the Outstanding rating
Proposed Interventions to Improve Performance:
Date: January , 2019 Target Date: December 2019

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 ACIAR

Result: Submitted scientific paper in PSSN Journal and Science and Humanities Journal

Attended scientific conference in PSSN/ICoNSIE 2019 and AFSA 2018

Established strong linkage with ACIAR

Date: January 2020 Target Date: December 2020
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

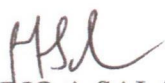
To continue establish strong linkage with LGU and ATI-8 on extension
related activities

To maintain and improve the manage demonstration/learning site

Outcome: _____

Final Step/Recommendation: _____

Prepared by:


ROSARIO A.SALAS
Unit Head

Conforme: 
ZENaida C. GONZAGA
Name of Ratee Faculty/Staff