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	(2)		(2113)
	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%)		$4.8 \times 50\% = 2.4$	
	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%)		$5.0 \times 50\%$) = 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			4.774

EQUIVALENT NUMERICAL RATING:

4.774

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.774

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

ROSARIO A. SALAS Department Head

Name of Faculty

VICTOR B. ASIO

Dean/Director

Approved:

Recommending Approval:

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.

ALC B	maia
ZENAIDA C. C	SONZAGA
Ratee	00
Date:	

ROSARIO Al SALAS, Ph.D. Head, DOH

				T	T	T			-		
MFOs and Performance indicators	Success Indicator (SI)		Task Assigned	Target	Actual Accom- plishment	Quality	Efficienc	Timeline	Average	Remark	
	MINIMU	M Pis PER M	IFO FOR ACADEMIC DEPARTMENT'S OPCR								1
JFMO 1	ADVANCED EDI										
	OVPI MFO 1	Graduate I	Degree Program Management Services								
		PI 1	Graduate deree program monitored								
		PI 2*	Total Graduate FTE monitored	Hort 241 (lab&lec)	2	4.17	5	15	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 S	Student Managemet Services								
				Emmanuel Auguis, Eddie Cagasan,							
			, 0	Malvin Datan, Blanche Franchette	5	6	5	5	4	4.67	
				Llera, Warren Obeda, and Ariel	3	0	0	2	1	1.07	
		PI 1	Number of graduate students awarded with scholarships/	Paguntalan							
			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,						T	
				Malvin Datan, Blanche Franchette			4	5	5	4.67	
				Llera, Warren Obeda, and Ariel	5	6	7	0	0	1	
		PI 4	Number of graduate students advised	Paguntalan							
JMFO 2	HIGHER EDUCA										
JIVIPU Z	OVPI MFO 1		n Program Management Services						1	1	
	OVELIMIEOT	Pl 1*	Total Undergraduate FTE monitored	Crpsc 22 (2 Lec)	10	17	4	5	15	14.67	Crpsc 22 (169)
	1	1.1.7	1 and all and a second								
	-	PI 2	Number of undergraduate curricular programs compliant to CM	10					1	1	
		112	approved and offered					1		1	
		PI 3	Averaged passing percentage in licensure examinations in						1	1	
	-	713	mandated program		1					1	
		PI 4	Number of undergraduate graduates in mandated programs		1	1			1		
		714	graduated within the prescribed period		 				1	1	
	-	PI 5	Percentag increase in the number undergrad students who					1	 	1	
		P1 5	graduated withinn the prescribed period					1	1	1	
			graduated withinh the prescribed period								

	PI 6	Percentage increase in the number undergrad students enrolled	d	T	Γ	T	T	T	T	T
	PI 7	Number of academe/industry linkage established				+	-	+	+	
	FI /	Number of academe/moustry mikage established	Jhunlex Dusaran., Mike Fuentes.,	-		-		-	-	
			Gilberto Gucela., Jonathan							
									21 67	
			Misperos., Marvin Seva., Reuben	8	11	4	5	5	4.67	
			Timkang., James Unay., Alvic Yamas.,	0	11	1 '			1.	
			Melissa Pondolanan ., Christiana							1
	PI 8	Number of students advised	Jade Manuel, and Babatla Ma.							
			Jade Manuel, and Babada Ma.							
	PI 9	Number of student organizations advised/assisted				-	-	-	-	
450.0	PI 10	Number of instructional materials developed						-	-	
1FO 3	RESEARCH SERVICES	Number of whilehold appear in intermediate by indexed in unal				 	-	-	-	
	PI 1*	Number of published papers in internationally indexed journals	5					-	-	
			Annals of Tropical Research Journal	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 Yie of Okra (Abelmoschus esculentus 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
		refereed int'l journals								
	nati	onal refereed int'l journals								
	inst	tutional journals								
	PI 2	Number of research outputs presented in regional/national/						1		
			Presentor, International Conference				1	1	1	
		1,000	on Nature Studies and Innovations	· ·						
								1	-	
			for the Environment (ICoNSIE-1016)			5	5	5	5	
			and PSSN's 19th Annual Scientific	5	10					
			Conference on 2-6 July 2019 at							
			Palawan State University, Puerto							
	Inter	national for a/conferences								
		onal for a/conferences	Princesa Palawan. Philippines				-	-	-	
	THE RESIDENCE OF THE PARTY OF T						-	-	-	
-	inst	tutional for a/conferences						-		
			Developing vegetable value chains to			-	-	-	-	
			meet evolving market expectations	1	1	5	5	5	5	
	PI 3	Number of research projects conducted and/or complted on	in the philippines						1	
			On-farm Research on					1		
			Integrated/Diversified Farming	-		96	5	5	1 . 7	
				1	3	4	5	5	4.67	
			systems in Yolanda affected areas in							
		scheduled	Region					-		
	PI 4	Number of research proposals submitted								
	PI 5	Percent of research proposals approved						1		
					***			-		
	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 fundir								
-	PI 8		18					+	+	
	PI 8	Additional outputs						-	-	
		Number of research-related awards (faculty & student/fact	urtyj					-		
										Regional - 2-Al Francis Bron & Yshmae
										Pajuelas. 1st Place - Life Science Categ

•							7 .	=	1	
UMFO 4	EXTENSION SERVICES		Research Adviser	2	5	4	5	5		during the 2019 Regional Science, Technology and Mathematics Fair in Science Investigatory Project Competition at Catbalogan City, Samar on November 18-21, 2019 Division - 2 Al Francis Bron and Yshmael Pajuelas. 1st Place Best Paper and 1st Place Poster - Life Science Category Science Investigatory Project on October 2-3, 2019 at Baybay City Learning Center, Leyte, Philippines. Division level Local-2- Al Francis Bron & Yshmael Pajuelas. 1st Place Best Paper and 1st Place Best Poster-Life Science Category during the 2019 Visca Foundation Elementary School (VFES) Math and Science Fair-Local Level Competition.
OWIFO 4		er of person-days trained weighted by length of training		50 person	125persons	4	5	5	4.67	
		er of trainings conducted								
		er of IEC materials/technoguides developed/used							1	
		er of benificiaries served						1	-	
	Gr	oups								
		dividuals								
		er of technical/expert services								
	Re	search Mentoring	graduate thesis (6), undergraduate			+	~	~	-	
			thesis(11) Senior High(1) elementary	8	20	5	5	5	5	
			(2)	-						
	Pe	er reviewers/Panelist								
	Re:	source Persons	AGRICULTURE AND FOOD TECHNOLOGY BUSINESS INCUBATOR BOOTCAMP held on July 16-19, 2019 held at Board Room, AFTBI.VSU,Baybay City Community Managed Disaster Risk Reduction Seminar for Barangay Officials and Farmer Leadears held on October 22-24, 2019 at Merida Civic Center, Upper Highway, Poblacion Merida Leyte	2	2	5	5	5	5	

		Convenor/Organizer				T	T	1	T	
		Consultancy								
		Evaluator	Annals of Tropical Research	1	1	5	5	15	5	
			Horticulture for Environment and							
	PI 6	Number of extension projects conducted	Livelihood Promotion (HELP)	1	1	5	5	5	5	
	PI 7	Number of exension proposals submitted		1				-		
	PI 8	Percent of extension proposals approved		-			 	1	+	
	PI 9	Amount of extension money generated from external fund	ling	-			-	1	1	
		Amount of extension money generated from institutional	funding	-		-	+	-	-	
	PI 10		Tunding	-		+	+	-	+	
	PI 11	Additional outputs	atad bu	-		-	-	+	-	
		Number of extension-related awards (extension condu	cted by	-		-		-	-	
		faculty and faculty & student		+		-	-	+	+	
UMFO 5	SUPPORTING TO ORGANIZ			-			-	-	-	
		evelopment Services		-				-	-	
	PI 1	Number of faculty pursuing advanced research degree pro	ograms						-	
		(PhD) facilitated, monitored & assisted								
	OVPI MFO 2 Faculty R	ecruiting/Hiring Services								
	PI 1	Number of faculty recruited/hired aligned with ISO stand	ard							
	OVPI MFO 3 Faculty E	valuations Services								
	PI 1	Number of seminars/trainings/conventions/workshops of	oordinated							
		for entire university		1			1			
	PI 2	Number os seminars/trainings/conventions/workshops o	oordinated							
		outside of the university								
	PI 3	Percentage of faculty rated by students with at least very	v I						1	
		satisfactory rating in 50% of the subjects evaluated					1	1		
	PI 4	Number of in-house seminars/trainings/workshops/revie	ews						1	
		conducted attended		1				1		
	PI 5	Additional outputs		1			+		1	
	PIS	Number of faculty/staff awards/honors received rela	ated to operations	+			-	-		
			Tea to operations	+			-	+	+	
		support		-			-	-	-	
				-		-	-	-	-	
		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/po	articipated/						-	
		facilitated								
UMFO 6	GENERAL ADMINISTRATIO	ON & SUPPORT SERVICES								
	PI 1	Zero complaints from clients		0	0	5	5	5	5	
	PI 2	Additional Outputs/Best Practices								
		TOTAL OVER-ALL RATING							77.6	7
		AVERAGE RATING							14.95	
		ADJECTIVAL RATING						T	Outst	ndina

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PI 1	Number of degree programs which passed	accreditation/eva	luation								
	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/attend	led/assisted/partic	cipated/								
	facilitated										
GENERAL ADMINISTRATION	& SUPPORT SERVICES										
PI 1				0	0	3	5	5	5		
PI 2											
	TOTAL OVER-ALL RATING								77.6	7	
	AVERAGE RATING							1	4.85		
	ADJECTIVAL RATING								Outsta	ndina	
ALAS H	Recommending Approval: VICTOR B. ASIO Dean, CAFS Date:	BEATRIZ S	BELONIAS		for Dev	elopme	ent pu	rposes		work	
	PI 2 PI 3 PI 4 GENERAL ADMINISTRATION PI 1	at least Level 1 PI 2 QMS on faculty recruitment, development PI 3 Percentage of degree program compliant of Additional Outputs Number of activities organized/attent facilitated GENERAL ADMINISTRATION & SUPPORT SERVICES PI 1 Zero complaints from clients PI 2 Additional Outputs/Best Practices TOTAL OVER-ALL RATING AVERAGE RATING ADJECTIVAL RATING Recommending Approval: VICTOR B. ASIO Dean, CAFS	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/particled GENERAL ADMINISTRATION & SUPPORT SERVICES PI 1 Zero complaints from clients PI 2 Additional Outputs/Best Practices TOTAL OVER-ALL RATING AVERAGE RATING ADJECTIVAL RATING ADJECTIVAL RATING Recommending Approval: Approved ALAS VICTOR B. ASIO BEATRIZ S. Vice Pres	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 GENERAL ADMINISTRATION & SUPPORT SERVICES PI 1 Zero complaints from clients PI 2 Additional Outputs/Best Practices TOTAL OVER-ALL RATING AVERAGE RATING AVERAGE RATING AUJECTIVAL RATING Recommending Approval: Approved by: ALAS VICTOR B. ASIO BEATRIZ S. BELONIAS Vice President for instruction	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 GENERAL ADMINISTRATION & SUPPORT SERVICES PI 1 Zero complaints from clients PI 2 Additional Outputs/Best Practices TOTAL OVER-ALL RATING AVERAGE RATING AVERAGE RATING AUJECTIVAL RATING AUJECTIVAL RATING Recommending Approval: Approved by: ALAS VICTOR B. ASIO BEATRIZ S. BELONIAS Vice President for instruction	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 GENERAL ADMINISTRATION & SUPPORT SERVICES PI 1 Zero complaints from clients PI 2 Additional Outputs/Best Practices TOTAL OVER-ALL RATING AVERAGE RATING AVERAGE RATING ADJECTIVAL RATING ADJECTIVAL RATING Tated by: Recommending Approval: Approved by: ALAS VICTOR B. ASIO BEATRIZ S. BELONIAS Vice President for instruction Commendation of the providence of	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 GENERAL ADMINISTRATION & SUPPORT SERVICES PI 1 Zero complaints from clients PI 2 Additional Outputs/Best Practices TOTAL OVER-ALL RATING AVERAGE RATING AVERAGE RATING AUJECTIVAL RATING Tated by: Recommending Approval: Approved by: ALAS VICYOR B. ASIO BEATRIZ S. BELONIAS Vice President for instruction Comments & I for Development in the commendation of the comment of t	at least Level 1 Pl 2 QMS on faculty recruitment, development Pl 3 Percentage of degree program compliant with CHED Pl 4 Additional Outputs Number of activities organized/attended/assisted/participated/ facilitated GENERAL ADMINISTRATION & SUPPORT SERVICES Pl 1 Zero complaints from clients Pl 2 Additional Outputs/Best Practices TOTAL OVER-ALI RATING AVERAGE RATING ADJECTIVAL RATING ADJECTIVAL RATING ADJECTIVAL RATING ADJECTIVAL RATING ADJECTIVAL RATING ADJECTIVAL RATING Dean, CAFS Vice President for instruction ACAS Vice President for instruction	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 GENERAL ADMINISTRATION & SUPPORT SERVICES PI 1 Zero complaints from clients PI 2 Additional Outputs/Best Practices TOTAL OVER-ALL RATING AVERAGE RATING AVERAGE RATING ADJECTIVAL RATING ADJECTIVAL RATING PI 2 Recommending Approval: Recommending Approval: Approved by: Approved by: Approved by: Comments & Recommendate for Development purposes Comments & Recommendate for Development purposes	at least Level 1 Pl 2 QMS on faculty recruitment, development Pl 3 Percentage of degree program compliant with CHED Pl 4 Additional Outputs **Number of activities organized/attended/assisted/participated/** **Figure 1.5	at least Level 1 Pl 2 QMS on faculty recruitment, development Pl 3 Percentage of degree program compliant with CHED Pl 4 Additional Outputs Number of activities organized/attended/assisted/participated/ facilitated GENERAL ADMINISTRATION & SUPPORT SERVICES Pl 1 Zero complaints from clients Pl 2 Additional Outputs/Best Practices Pl 2 Additional Outputs/Best Practices TOTAL OVER-ALL RATING AVERAGE RATING AVERAGE RATING ADJECTIVAL RATING ADJECTIVAL RATING ADJECTIVAL RATING ADJECTIVAL RATING ADJECTIVAL RATING ADJECTIVAL RATING Comments & Recommendations for Development purposes Comments & Recommendations For Development purposes Comments & Recommendations For Development purposes

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ZENAIDA C. GONZAGA
Performance Rating: OUSTANDING

Aim: Maintain the Oustanding 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 Target Date: December 2020 Date: January 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:

ZENAIDA C. GONZAGA Name of Ratee Faculty Staff