

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%)		4.5x50%= 2.25	
b. Students (50%)		4.5x50% = 2.25	
Total for Instruction	40%	4.5	1.8
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%	5.0	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	10%	5	0.5
4. Administration	10%	5	0.5
5. Production	10%	5	.5
TOTAL			4.80

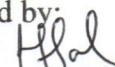
EQUIVALENT NUMERICAL RATING: 4.80

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.80

ADJECTIVAL RATING: Outstanding


Prepared by:


ROSARIO A. SALAS
Name of Faculty

Reviewed by:


VICTOR B. ASIO
College Dean, CAFS

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, ROSARIO A. SALAS Associate Professor V, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2019.


ROSARIO A. SALAS

Ratee

Date: _____


VICTOR B. ASIO, Ph.D.
CAFS, DEAN

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		2	2	5	5	5	5	
	PI 2* Total Graduate FTE monitored		20	22.417	5	4	5	4.67	
	PI 3. Percentage increase in number of graduate students enrolled		5%	5.0%	5	4	5	4.67	
	PI 4 Percentage increase in number of graduate students who graduated within prescribed period		5%	50%	5	4	5	4.67	
	OVPI MFO 2 Graduate Student Management Services								
	PI 1 Number of graduate students awarded with scholarships/ assistantships		17	25	4	5	5	4.67	
	PI 2 Percentage of graduate students awarded with scholarship/ assistantship who graduated within the prescribed period		50%	75%	4	5	5	4.67	
	PI 3 Number of graduate students awarded with honor/distinction upon graduation								
	PI 4 Number of graduate students advised		5	5	5	5	5	5	
UMFO 2	HIGHER EDUCATION SERVICES								
	OVPI MFO 1 Curriculum Program Management Services								
	PI 1* Total Undergraduate FTE monitored		150	157.45	5	5	5	5	
	PI 2 Number of undergraduate curricular programs compliant to CMO approved and offered		1	1	4	5	5	4.67	
	PI 3 Averaged passing percentage in licensure examinations in		60.55%	52.38%	4	5	5	4.67	

		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		5%							
	PI 7	Number of academe/industry linkage established		7	7	5	5	5	5		
	PI 8	Number of students advised		5	15	4	5	5	4.67		
	PI 9	Number of student organizations advised/assisted									
	PI 10	Number of instructional materials developed		1	1	5	5	5	5		
UMFO 3	RESEARCH SERVICES										
	PI 1*	Number of published papers in internationally indexed journals									
		<i>refereed int'l journals</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									
		<i>international for a/conferences</i>		5							PSSN/IconSIE
		<i>national for a/conferences</i>									
		<i>institutional for a/conferences</i>									
	PI 3	Number of research projects conducted and/or complted on		7	7	4	5	5	4.67		4 YRRP, NCT, Hydroponics, Edible Landscappin g
		scheduled									
	PI 4	Number of research proposals submitted									
	PI 5	Percent of research proposals approved									
	PI 6	Amount of research money generated from external funding		2.0 M	2.0M	5	5	5	5		ACIAR and DA RFO-8
	PI 7	Amount of research money generated from institutional funding		0.3M	0.3M	5	5	5	5		VSU
	PI 8	Additional outputs									
		<i>Number of research-related awards (faculty & student/faculty)</i>		1	1	4	5	5	4.67		Best Oral Paper (Third Place) "Productivit y and Fruit Quality of Eggplant (Solanum melonges L)
UMFO 4	EXTENSION SERVICES										
	PI 1	Number of person-days trained weighted by length of training		100	300	5	5	5	5		

	PI 2	Number of trainings conducted			3	7	4	5	5	4.67	
	PI 3	Number of IEC materials/technoguides developed/used			1	1	5	5	5	5	
	PI 4	Number of beneficiaries served									
		Groups			5	5	4	5	5	4.67	
		Individuals			100	200	4	5	5	4.67	
	PI 5	Number of technical/expert services									
		Research Mentoring									
		Peer reviewers/Panelist									
		Resource Persons			3	7	4	5	5	4.67	
		Convenor/Organizer									
		Consultancy									
		Evaluator									
	PI 6	Number of extension projects conducted		HELP	1	1	4	5	5	4.67	
	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			75,000	75,000	5	5	5	5	
	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			2	3	4	5	5	4.67	
	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			100%	100%	4	5	5	4.67	
	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			2	2	5	5	5	5	

		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									139.33	
	AVERAGE RATING									4.80	
	ADJECTIVAL RATING									Outstanding	

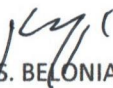
* on per capita basis

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 good work.

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ROSARIO A. SALAS
Performance Rating: OUTSTANDING

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 LGU and ATI-8 on extension
related activities

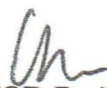
Result: Submitted scientific paper in PSSN Journal and Science and Humanities Journal
Submitted research proposal to PCAARD
Attended scientific conference in PSSN/ICoNSIE 2019 and AFSA 2018 Siem
Reap Cambodia
Established strong linkage with LGU and ATI on external related activities


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:

VICTOR B. ASIO
Unit Head

Conforme: 
ROSARIO A. SALAS
Name of Ratee Faculty/Staff