

Exhibit K

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

Name of Faculty Member: **Mr. Mark Anthony Barbadillo**
Period: **July to December, 2019**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head (50%)	50%	4.75	2.375
b. Students (50%)	50%	5.00	2.500
Total for Instruction	100%		4.875
TOTAL			4.875

EQUIVALENT NUMERICAL RATING: 4.875

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.875

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

Reviewed by:


MARK ANTHONY BARABDILLO

Name of Faculty


SUZETTE B. LINA

Department Head

Approved:


BEATRIZ S. BELONIAS

Vice President for Instruction

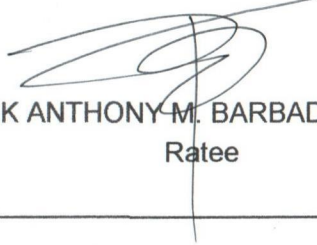
Visayas State University
College of Agriculture and Food Science

DEPARTEMENT OF SOIL SCIENCE

Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, MARK ANTHONY M. BARBADILLO, Instructor I of the Department of Soil Science, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period August 1, 2019 to December 31, 2019.


MARK ANTHONY M. BARBADILLO, MSc.

Ratee

Date: _____

Approved: 

SUZETTE B. LINA, Ph.D.

Head of Unit

Date: _____

MFO No.	MFO Descrip-tion	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Details of Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 2 Higher Education Services										
Undergraduate Degree Program Management Services										
		PI 1. Number of FTE	Teach: SS24 (Lab), SS110 (Lab), Earth Science (Lec and Lab)	15.00	36.2	5	5	5	5.0	
Undergraduate Student Management Services										
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser and SRC member	0	0					

		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and SRC member	0	0					
		Student advising and consultation services								
		PI 5. Number of academic advisees	Advised students on what subjects to take and approve COR	0						
		PI 6. Number of student-related activities assisted	Approved and monitored student activities as Adviser of OSSM (Org. of Soil Science Major)	0	1	5	5	5	5.0	
		PI 8. Number of student awards/honors received	Monitored/guide academic/thesis advisees	0	0					
MFO3. Faculty Evaluation Services		PI 1. Teaching Performance	All subjects handles	VS	Outstanding					
MFO 4 Research Services										
		PI 1. Number of article prepared for publication								
		<i>In refereed int'l journals</i>	Research output from my Dissertation	0	0					
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
		<i>International conferences</i>								
		PI 3. Number of research projects conducted and/or completed on schedule		0						
		PI . Amount of research money generated from external funding (Thousand PHP)		0	0					
		PI 7. Number of trainings/workshops attended		0						


MFO 5 Extension										
		PI 5. Number of Scientific Papers Reviewed		0	0					
MFO 7 General Admin and Support Services										
		PI 7. Number of College/University Meetings Attended		0						
		PI 8. Number of Committee Membership	Department-based Comm.	1	1	4.75	4.75	5	4.8	
		PI 9. Zero Percent Complaint from Clients Served	None	0%	0					
		Additional Outputs								
Total Over-all Rating						14.8				
Average Rating						4.944				
Adjectival Rating						Outstanding				

Comments and Recommendations for Development Purpose:


He should engage in research by writing research proposal for possible funding at VSU or External funding agency.
Re-write his MS thesis for possible publication.

- 1- Quality
- 2 - Efficiency
- 3 - Timeliness
- 4 - Average


Evaluated and Rated By:


SUZETTE B. LINA
Head, Department of Soil Science
Date: _____

Recommending Approval:


VICTOR B. ASIO
✓ Dean, College of Agriculture and Food Science
Date: _____

Approved:


BEATRIZ S. BELONIAS
Vice President, Instruction
Date: _____

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MARK ANTHONY BARBADILLO

Performance Rating: OUTSTANDING

Aim: To sustain outstanding performance of the department

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: June, 2019 Target Date: December 2019

First Step:

Revise/update Instructional Materials

Attend national and international scientific forum

Publish scientific paper in international refereed journals

Result:

Published articles in refereed journal

Prepared course syllabi for new courses handled

Date: June, 2019 Target Date: December 2019

Next Step:

Write scientific proposals for future research


Collaborate other institutions for research and extension projects

Outcome: Submit scientific proposals to other institutions for possible collaboration.

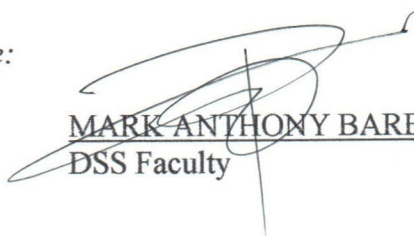
Final Step/Recommendation:

If proposal is approved and budget is ready, then implementation will follow.

Prepared by:


SUZETTE B. LINA
Unit Head

Conforme:


MARK ANTHONY BARBADILLO
DSS Faculty