

Exhibit K

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

Name of Faculty Member: **BEATRIZ CUEVAS JADINA (Prof. VI)**

Period: **July to December 2022**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head	45 40%	4.9 4.86	1.94 2.205
b. Students	45%	4.86	2.19
Total for Instruction	90 85	4.8	4.13 4.395
2. Research			
a. Client/Dir. for Research			
b. Dept. Head	5	4.6	0.23
Total for Research	5%	4.6	0.24
3. Extension			
a. Clients	5 105	5.0	0.50 0.25
Total for Extension	5 105%	5.0	0.25
4. Administrative (Committee membership)	5 %	5.0	0.25
TOTAL	100		4.87 4.895

EQUIVALENT NUMERICAL RATING:

4.87 4.895

Add: Additional Points, if any:

Punctuality & regular attendance

TOTAL NUMERICAL RATING:

4.87 4.895

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

BEATRIZ C. JADINA

Name of Faculty

SUZETTE B. LINA

Department Head

Recommending Approved:

VICTOR B. ASIO

Dean, College of Agriculture and Food Science

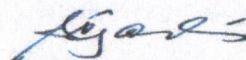
Approved by:


BEATRIZ S. BELONIAS

Vice President, Instruction

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, BEATRIZ C. JADINA, a faculty member of the DEPARTMENT OF SOIL SCIENCE commits to deliver and agrees to be rated on the attainment of the following targets in accordance with the indicated measures for the period JULY - DECEMBER, 2022.


BEATRIZ C. JADINA
 Professor
 Date: December 29, 2022

Approved: 
SUZETTE B. LINA
 Department Head
 Date: 1/4/2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE								
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	0	5	5	5	5	5.00	Pontecilla; Lungay, Candela, Cartas, Castillo & etc
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	0	2	5	5	5	5.00	Pontecilla; Lungay
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	0	1	5	5	5	5.00	Rodriguez
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	10	5	5	5	5.00	Pontecilla; Lungay; Cartas & CAFS-SSC council officers
	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	0	1	4.9	5	4.8	4.90	EaSc 001

		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles soil science undergraduate and graduate courses and courses for senior high school student and teaches courses	4	7.9	5	5	5	5.00	Soil 110; Soil 114, lec; Soil 114 lab; Soil 199 A; EaSc001 lec; EaSc001 lab; PhySc116
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	7	5	5	5	5.00	for all courses handled
		A 11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	0	> 3	5	5	5	5.00	

	<u>A12. Number of trainings attended related to instruction</u>	Attend mandated trainings	0	1	5	5	5	5.00	faculty on-boarding
	<u>A13. Number of long examinations administered and checked</u>	Administers and checks long examination for subjects taught	3	29	5	5	5	5.00	for all courses handled
	<u>A14. Number of assessment reports checked</u>	Checks quizzes & assignments for the lecture class	10	495	5	5	5	5.00	for all lecture classes handled
	<u>A15. Number of lab reports and term papers checked and graded</u>	Checks lab reports and term papers submitted as required	10	56	5	5	5	5.00	for all lab classes handled
	<u>PI 8: Number of students advised: *</u>	<u>A16. Number of students advised: Acts as academic adviser to students</u>	8	> 15	5	5	5	5.00	As academic adviser to BSA students (1st - 4th year)
		<u>A17. Number of students advised on thesis/ field practice/special problem:</u>	0	1	5	5	5	5.00	Jumaoas
		As SRC Chairman							
		As SRC Member							
		<u>A18. Number of students entertained for consultation purposes</u>	4	> 10	5	5	5	5.00	Academic & thesis advisees
	<u>PI 9: Number of student organizations advised/ assisted *</u>	<u>A19. Number of Student organizations advised</u>							
		<u>A20. Number of Student organizations assisted on student related activities</u>	0	1	5	5	5	5.00	CAFS-SSc
	<u>PI 10: Number of instructional materials developed *</u>	<u>A 21 : Number of on-line course ware developed and submitted :</u>	0	2	4.5	4.5	4.5	4.5	Soil 114; Soil 199A
		On-line ready courseware	1	5	4.5	4.5	4.5	4.5	Soil 110; Soil 114, lec; Soil 114 lab; Soil 199 A; EaSc 001 lec, Ea Sc001 lab; PhySc116 lec

		Supplemental learning resources	Conducted google meeting regularly based on official class schedule, Prepares Power Point presentation, video clips, reading	0	2	5	5	5	5	EaSc 001 lab
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	8	28	5	5	5	5.00	for all classes handled
		A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal; use of gmail-FB messenger to connect with students	0	2	4.5	4.5	4.5	4.5	
Average									4.90	102.9/21
TPES rating									4.86	2nd sem 2021-2022
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>								

		In refereed nat'l/regional journals								
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific fora/conferences							
		In int'l fora/conferences								
		In nat'l/regional fora/conferences								
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 33. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	0	3	4.5	4.5	4.5	4.5	SHJ
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs	Designs research related activities and other outputs to implement new normal							
			Mentors and guides students on research proposal preparation, implementation & manuscript writing;	0	2	5	5	5	5.00	Pontecilla; Lungay
			Mentors and guides student on research proposal preparation;	0	1	5	5	5	5.00	Lungay
			Mentors and guides student in writing journal article;	0	2	4.5	4.5	4.5	4.50	Aquino; Gavelino
UMFO 4. EXTENSION SERVICES										

- No research for 2022

- Extension

} The same with Advanced Education

	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	A 36. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership							
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	0	1	5	5	5	5.00	Served as resource person for ATI training
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implements duly approved extension projects							
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	0	2	4.9	4.9	4.9	4.90	
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries	0	1	4.8	4.8	4.8	4.80	
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists		0	3	4.5	4.5	4.5	4.50	
	Resource Persons	Resource Persons		0	1	4.9	4.9	4.9	4.90	
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant	Assisted farmer's org'n in preparing documents to avail of support from the Dept. of Agriculture	0	1	5	5	5	5.00	Sto. Nino Farmer's org'n
	Evaluator	Evaluator								
	PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							

	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
A4. Webinars attended				0	4	5	5	5	5.00	
UMFO 5. SUPPORT TO OPERATIONS										

OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8. Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity					
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	100% compliant					
		On program accreditations							
		On institutional accreditations							
UMFO 6. General Admin. & Support Services (GASS)									
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	5	5	5	5.00	
	PI 3: Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice						
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal						
Total Over-all Rating					160.9/33				
Average Rating					4.88 4.895 All.				
Adjectival Rating					Outstanding				

Average Rating (Total Over-all rating divided by 4)

Additional Points:

Punctuality

Approved additional points

Final Rating

Adjectival Rating

Outstanding

Evaluated & Rated by:

SUZETTE B. LINA

Department Head

Date:

Recommending Approval

VICTOR B. ASIO

Dean, CABS

Date: 1/9/23

Comments & Recommendations for Development Purposes:

Maintain outstanding performance in teaching, should write & pro-active in research & extension activities.

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date: