

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ARSENIO D. RAMOS

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%)		5.0x50% = 2.5	
Total for Instruction	40%	4.75	1.9
2. Research			
a. Client/Dir. for Research (50%)		4.5 x 50% = 2.25	
b. Dept. Head/Center Director (50%)		4.5 x 50% = 2.25	
Total for Research	30%	4.5	1.35
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	20%	5	1.0
4. Administration	5%	5	.25
5. Production	5	5	.25
TOTAL			4.75

EQUIVALENT NUMERICAL RATING: 4.75

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.75

ADJECTIVAL RATING: Outstanding

Prepared by:



ARSENIO D. RAMOS

Name of Faculty

Reviewed by:



ROSARIO A. SALAS

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, ARSENIO D. RAMOS, Associate Professor IV, 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.

ARSenio D. RAMOS

Ratee

Date: _____


ROSARIO A. SALAS, Ph.D.
Head, DOH

Date: _____

MFOs and Performance indicators	Success Indicator (SI)		Task Assigned	Target						Remark
					Actual Accomplishment	Quality	Efficiency	Timeliness	Average	
MINIMUM PIs PER MFO FOR ACADEMIC DEPARTMENT'S OF										
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 209 lec and lab, Hort 300 and Hort 400	3	6.75	5	5	5	5	
	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								
	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								
	PI 4	Number of graduate students advised		3	1	4	5	5	4.67	
UMFO 2	HIGHER EDUCATION SERVICES									
	OVPI MFO 1	Curriculum Program Management Services								
	PI 1*	Total Undergraduate FTE monitored	Classes to be handled: Hort 142 lec and Lab, Hort 195, Hort 200	25	19.63	4	5	5	4.67	

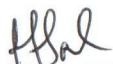
	PI 2	Number of undergraduate curricular programs compliant to CMO								
		approved and offered								
	PI 3	Averaged passing percentage in licensure examinations in								
		mandated program								
	PI 4	Number of undergraduate graduates in mandated programs								
		graduated within the prescribed period								
	PI 5	Percentage increase in the number undergrad students who								
		graduated within the prescribed period								
	PI 6	Percentage increase in the number undergrad students enrolled								
	PI 7	Number of academe/industry linkage established	2	2	4	5	5	4.67		
	PI 8	Number of students advised	10	15	4	5	5	4.67		
	PI 9	Number of student organizations advised/assisted								
	PI 10	Number of instructional materials developed	2	2	4	5	5	4.67		
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>								
		<i>national for a/conferences</i>								
		<i>institutional for a/conferences</i>								
	PI 3	Number of research projects conducted and/or completed on								
		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	PCARRD Project (Cacao Multiloc	500,000	500,000	5	5	5	5	
	PI 7	Amount of research money generated from institutional funding								
	PI 8	Additional outputs								
		<i>Number of research-related awards (faculty & student/faculty)</i>								
UMFO 4	EXTENSION SERVICES									
	PI 1	Number of person-days trained weighted by length of training		100						
	PI 2	Number of trainings conducted		2	2	4	5	5	4.67	
	PI 3	Number of IEC materials/technoguides developed/used		1	2	4	5	5	4.67	
	PI 4	Number of beneficiaries served								
		Groups		2	2	5	5	5		
		Individuals		100	100	4	5	5	4.67	
	PI 5	Number of technical/expert services								
		Research Mentoring								
		Peer reviewers/Panelist		2						
		Resource Persons		3						
		Convenor/Organizer								
		Consultancy								
		Evaluator								
	PI 6	Number of extension projects conducted		3	2	5	5	5	5	
	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		100,00	180,000	4	5	5	4.67	
	PI 11	Additional outputs								
		<i>Number of extension-related awards (extension conducted by faculty and faculty & student)</i>								
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		1	1	5	5	5	5	

	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							
	PI 2	Additional Outputs/Best Practices							
	TOTAL OVER-ALL RATING								72
	AVERAGE RATING								4.80
	ADJECTIVAL RATING								OUTSTANDING


* on per capita basis

Evaluated and rated by:


ROSARIO A. SALAS
Head, DOH
Instruction

Date_____

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Date:_____

Approved by:


BEATRIZ S. BELONIAS
Vice President for

Date_____

Comments & Recommendations for Development purposes

publish more in refereed Journal

Table 1.
FTE Computartion

First Sem 2019-2020	Contact hr/week	No. of students	Denominator	FTE
Hort 209 lec	2	14	12	2.33
Hort 209 lab	3	14	12	3.5
Hort 142 lec	2	39	20	3.9

Hort 142 lab	3	39	20	5.85
Hort 195	6	29	20	2.18
Hort 200 (adviser)	10	15	20	7.5
Hort 200 (SRC-member)	1.5	6	20	0.45
Hort 400 (adviser)	5	1	12	0.42
Hort 400 (GAC member)	1.5	2	12	0.25
Hort 300 (Adviser)	10			
Hort 300 (GAC Member)	1.5	2	12	0.25
Sub-Total				
Grand Total				26.38

Hort 200 (Adviser)
 Jehu Callet, Shikina Engcoy, Patricia Gay, Jonna Mae Placido, ShineJean Orias, Jaypee Tagoctoc, Maily Deste
 Antoneth Modina, Altagracia Basarte, Jacob Gaquit, Mary Ann Ambane, Bonita Lastima, Grace Dela Pena, Jeffrey Casada, Vincent Libut, Jenalyn Raboral

Hort 300 (GAC)
 Lilibeth O. Manla, Ma. Kristine Aban

Hort 400 (Adviser)
 Sarah Ravelo

Hort 400 (GAC)
 Richielda Sumalinog, Ramonita C. Verano

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ARSENIO D. RAMOS

Performance Rating: _____

Aim: Enhance Work Efficiency

Proposed interventions to Improve Performance

Date: January, 2019

Target Date: December 2019

First Step:

Write and submit 1 research and 1 extension proposal for funding
Actively participate in all department, college and university activities
Implement existing extension and research projects effectively
Attend conferences, trainings, seminars and workshops related to the field of specialization
Prepare and present project reports
Write and submit 1 scientific publication to a referred journal

Results

Prepared one concept research proposal
Actively participated in all department, college and university activities
Effectively implemented 2 extension projects and 2 research projects
Attended conferences, trainings, seminars and workshops related to the field of specialization
Prepared reports and presented 1 research and 1 extension project during the annual In-House Review
Published one scientific article in the International Journal of Agriculture, Forestry and Life Sciences and co-authored one scientific article in the Annals of Tropical Research

Date: January, 2020

Target Date: December, 2020

Next Step:


Continue preparation of 1 research proposal for submission to funding agency.
Actively participate in all department, college and university activities
Continue implementation of existing extension and research projects effectively
Attend conferences, trainings, seminars and workshops related to the field of specialization
Write and submit 1 scientific publication to a referred journal
Present research findings in scientific conference

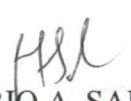
Outcome: _____

Final Step/Recommendation _____

Prepared by:

Conforme:


ARSENIO D. RAMOS
Name of Ratee/ Faculty


ROSARIO A. SALAS
Unit Head