Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: GLORIA E. BANCALE

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		4.6x50%= 2.30	
b. Students (50%)		$4.8 \times 50\% = 2.40$	
Total for Instruction	40%	4.70	1.88
2. Research			
a. Client/Dir. for Research (50%)		4.5 x 50% =2.25	Ta .
b. Dept. Head/Center Director (50%)		$4.6 \times 50\% = 2.30$	
Total for Research	30%	4.55	1.365
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	30%	5	1.50
4. Administration	N/A		
5. Production	N/A		
TOTAL			4.75

EQUIVALENT NUMERICAL RATING:

4.75

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.75

ADJECTIVAL RATING:

Prepared by:

Outstanding

Reviewed by:

GLORIA E. BANCALE

Name of Faculty

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, GLORIA E. BANCALE Assistant Professor, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>January to June 2020.</u>

GLORIA E. BANCALE	ROSARIO A. SALAS
Faculty. DOH	Head, DOH
Date:	Date:
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MFOs and Performance indicators	Success Indicator (SI)				Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remarks
	MINIMUM Pis PER MFO FOR ACADEMIC DEPARTMENT'S OPCR											
UFMO 1	ADVANCED ED	UCATON SE	ERVICES							T		
	OVPI MFO 1	Graduate	Degree Program Management Services									
	1	PI 1	Graduate deree program monitored									
		PI 2*	Total Graduate FTE monitored			1	1	4	5	5	4.67	
		PI 3.	Percentage increase in number of graduate students enrolled									
		PI 4	Percentage increase in number of graduate students who									***************************************
			graduated within prescribed period									
	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									
UMFO 2	HIGHER EDUCA											
	OVPI MFO 1	Curriculu	m Program Management Services									
		PI 1*	Total Undergraduate FTE monitored			10	22.53	5	5	3	5	
		PI 2	Number of undergraduate curricular programs compliant to CMO									

I	I									
1		approved and offered		T	1	T	T	T		
	PI 3	Averaged passing percentage in licensure examinations in					-	-	-	
1		mandated program				+	+	-	-	
	PI 4	Number of undergraduate graduates in mandated programs				-	+	-		
	1	graduated within the prescribed period				+	+	-		
1	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		-	-		-			
	PI 7	Number of academe/industry linkage established								
	PI 8	Number of students advised	 		<u> </u>					
	PI 9	Number of student organizations advised/assisted	 	1)	4	4	4	4	
	PI 10	Number of instructional materials developed						L'		
	PI 1*	Number of published papers in internationally indexed journals		1		4	5	4	4.33	
1		refereed int'l journals								
		refereed nat'l journals								
	1	institutional journals								
1	PI 2*	Number of research outputs presented in regional/national/								
1		international for a/conferences								
	1	international for a/conferences								
	1									
	1	national for a/conferences								
	PI 3	institutional for a/conferences			***************************************					
1	PIS	Number of research projects conducted and/or complted on		1	1	A	5	5	4.67	
	nu a	scheduled							1.0.	
	PI 4	Number of research proposals submitted								
	PI 5	Percent of research proposals approved								
	PI 6	Amount of research money generated from external funding		A CONTROL OF THE PROPERTY OF THE PARTY OF TH						***************************************
	PI 7	Amount of research money generated from institutional funding					-			
	PI 8	Additional outputs								
		Number of research-related awards (faculty & student/faculty)								
UMFO 4	EXTENSION SERVICES									
	PI 1	Number of person-days trained weighted by length of training								
	PI 2	Number of trainings conducted								
	PI 3	Number of IEC materials/technoguides developed/used								
	PI 4	Number of benificiaries served								
		Groups								
		Individuals			-					
				1						

4.3

PI 5 Number of technical/expert services Research Mentoring Peer reviewers/Panelist Resource Persons Convenor/Organizer Consultancy Evaluator PI 6 Number of extension projects conducted 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 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	4.67
Peer reviewers/Panelist Resource Persons Convenor/Organizer Consultancy Evaluator PI 6 Number of extension projects conducted 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 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	4.67
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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	*****
Number of extension-related awards (extension conducted by faculty and faculty & student UMFO 5 SUPPORTING TO ORGANIZATIONS OVPI MFO 1 Faculty Development Services	1 1
Faculty and faculty & student	
UMFO 5 SUPPORTING TO ORGANIZATIONS OVPI MFO 1 Faculty Development Services	
OVPI MFO 1 Faculty Development Services	
PI 1 Number of faculty pursuing advanced research degree programs	
(PhD) facilitated, monitored & assisted	
(Final facilitates) monitores d'assistes	
OVPI MFO 2 Faculty Recruiting/Hiring Services	
PI 1 Number of faculty recruited/hired aligned with ISO standard	
Number of faculty recruited/fined anglied with 150 standard	
OVPI MFO 3 Faculty Evaluations Services	
PI 1 Number of seminars/trainings/conventions/workshops coordinated	
for entire university PI 2 Number os 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	
PI 5 Additional outputs	
Number of faculty/staff awards/honors received related to operations	
support	

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	OVPI MFO 4	Program and	I institutional Accreditation Services					T	T	T	Name of Street, or other Designation of Street, or other Desig
		PI 1	Number of degree programs which passed accreditation/evaluation								
			at least Level 1								AND DESCRIPTION OF THE PROPERTY OF THE PROPERT
	1	PI 2	QMS on faculty recruitment, development						1		-
	1	PI 3	Percentage of degree program compliant with CHED								
		PI 4	Additional Outputs								
			Number of activities organized/attended/assisted/participated/								
			facilitated								
UMFO 6	GENERAL ADM	INISTRATION	& SUPPORT SERVICES								
		PI 1	Zero complaints from clients		0	0	5	5	5	5	
		PI 2	Additional Outputs/Best Practices								
			TOTAL OVER-ALL RATING				1			32.33)
			AVERAGE RATING							4.61	-
			ADJECTIVAL RATING				1			Outstan	rlina

* on	per	capita	basis
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Evaluated and rated	by:
188	

ROSARIO A. SALAS

Recommneding Approval

Approved:

BEATRIZ'S. BELONIAS
Vice President for Instruction
Date:

Should Publish in referred Forknal

Head, DOH

Date: _

Dean, CAFS Date:

VICTOR B. ASIO

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: GLOARIA E. BANCALE 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 finish my Ph.D studies
To attend and participate in conference and scientific forum both national and international
Write and submit research proposal to funding agencies
Result: Has updated instructional materials
Has attended/participated in conferences and scientific forum
Date: January 2020 Next Step: Target Date: December 2020
To publish scientific paper in referred journal
To attend trainings/seminars, scientific conference related to agriculture
To graduate this SY 2019-2020
Outcome:
Final Step/Recommendation:
Prepared by: ROSARIO A. SALAS

Unit Head

GLORIA E. BANCALE Name of Ratee Faculty/Staff

Conform