

Exhibit K

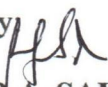
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS


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%)		4.98x50%= 2.49	
b. Students (50%)		4.33x50% = 2.16	
Total for Instruction	40%	4.66	1.86
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			4.83

EQUIVALENT NUMERICAL RATING: 4.83
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.83

ADJECTIVAL RATING: Outstanding

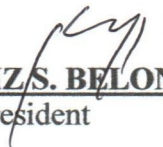
Prepared by 
ROSARIO A. SALAS
Name of Faculty

Reviewed by: 
VICTOR B. ASIO
College Dean, CAFS

Recommending Approval:


VICTOR B. ASIO
Dean/Director

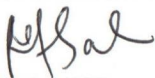
Approved:



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 accomplishments in accordance with the indicated measures for the period January to June 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	Remarks
MINIMUM Pis PER MFO FOR ACADEMIC DEPARTMENT'S OPCR										
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		23	23.21	5	5	5	5	
		PI 3. Percentage increase in number of graduate students enrolled		5%	15.6%	5	5	5	5	
		PI 4 Percentage increase in number of graduate students who graduated within prescribed period		50%	75%	5	5	5	5	
	OVPI MFO 2	Graduate Student Managemet Services								
		PI 1 Number of graduate students awarded with scholarships/ assistantships		17	29	5	5	5	5	
		PI 2 Percentage of graduate students awarded with scholarship/ assistantship who graduated within the prescribed period		50%	70%	5	5	5	5	
		PI 3 Number of graduate students awarded with honor/distinction upon graduation		P	13.51%	5	5	5	5	
		PI 4 Number of graduate students advised		3	3	5	5	5	5	
UMFO 2	HIGHER EDUCATION SERVICES									
	OVPI MFO 1	Curriculum Program Management Services								
		PI 1* Total Undergraduate FTE monitored		170	173.15	5	5	5	5	
		PI 2 Number of undergraduate curricular programs compliant to CMO approved and offered		1	1					
		PI 3 Averaged passing percentage in licensure examinations in								


[illegible]

[illegible]

	PI 1	Number of degree programs which passed accreditation/evaluation at least Level 1		2	2	5	5	5	5	
	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								
		AVERAGE RATING								
		ADJECTIVAL RATING								


* 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

She is encouraged to publish more paper in referred journal

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