Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ROSARIO A. SALAS

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(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%)		$5 \times 50\% = 2.5$	
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%)		$5.0 \times 50\%$) = 2.5	
b. Dept Head/Center Director (50%)		$5.0 \times 50\% = 2.5$	
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

HIL

ROSARIO A. SALAS

Name of Faculty

Prepared by

Reviewed by:

VICTOR B. ASIO

College Dean, CAFS

Recommending Approval:

VICTOR B. ASIC

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 <u>January to June 2019</u>.

ROSARIO A. SALAS

Ratee

Date: _____

VICTOR B. ASIO, Ph.D

CAFS, DEAN

Date: _____

MFOs and Performance indicators			Success Indicator (SI)	Task Assigned		Target	Actual Accom- plishment	Quality	Efficiency	Timelines	Average	Remark
MINIMUM Pis PER MFO FOR ACADEMIC DEPARTMENT'S OPCR												
UFMO 1	ADVANCED ED	UCATON SE	RVICES									
	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			50%	75%	5	5	5	5	
			graduated within prescribed period									
	OVPI MFO 2	Graduate	Student Managemet Services									
		PI 1	Number of graduate students awarded with scholarships/			17	29	5	5	5	5	
			assistantships									
		PI 2	Percentage of graduate students awarded with scholarship/			50%	70%	S	5	=	5	
			assistantship who graduated within the prescribed period									
		PI 3	Number of graduate students awarded with honor/distinction			Р	13.51%	5	5	5	5	
			upon graduation									
		PI 4	Number of graduate students advised			3	3	5	5	5	5	
UMFO 2	HIGHER EDUCA	ATION SERVI	CES									
	OVPI MFO 1	Curriculun	n 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			1	1					
			approved and offered									
		PI 3	Averaged passing percentage in licensure examinations in									

mandated program 5 30 33 Number of undergraduate graduates in mandated programs PI4 graduated within the prescribed period 5% 5% PI 5 Percentag increase in the number undergrad students who graduated withinn the prescribed period 5 5% 5% Percentage increase in the number undergrad students enrolled PI 6 USM, NwSSU, Agro Studies, Phil Sci, Netherla nds, DOST, PICAARD DA BAR 5 DA RFO 8 8 7 Number of academe/industry linkage established PI 7 15 10 Number of students advised PI 8 Number of student organizations advised/assisted PI 9 Number of instructional materials developed PI 10 RESEARCH SERVICES UMFO 3 Number of published papers in internationally indexed journals PI 1* Journal Nature 5 Studies 1 refereed int'l journals refereed nat'l journals institutional journals Number of research outputs presented in regional/national/ PI 2* international for a/conferences international for a/conferences national for a/conferences institutional for a/conferences 3 Number of research projects conducted and/or complted on PI3 scheduled Number of research proposals submitted PI4 PI 5 Percent of research proposals approved 1.0M 1.5M Amount of research money generated from external funding PI 6 0.3 0.2 Amount of research money generated from institutional funding PI 7 PI 8 **Additional outputs** Number of research-related awards (faculty & student/faculty) **EXTENSION SERVICES** UMFO 4

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																		UMFO 5																					
			P	P				P			OVPI MFO 3 Fa		OVPI MFO 2 Fa				OVPI MEO 1 Fa	SUPPORTING TO ORGANIZATIONS			P	-0	P	P	P	P							PI S			PI 4	PI 3	PI 2	PI 1
Program and institutional Association Consists	support	Number of faculty/staff awards/honors received related to operations	PI 5 Additional outputs	PI 4 Number of in-house seminars/trainings/workshops/reviews	reicellage of laculty laced by scarcing with an entire delivery		And in the Case of Section 1	PI 2 Number os seminars/trainings/conventions/workshops coordinated	for entire university	PI 1 Number of seminars/trainings/conventions/workshops coordinated	Faculty Evaluations Services	PI 1 Number of faculty recruited/hired aligned with ISO standard	Faculty Recruiting/Hiring Services	[III] Invillances, III iII i on a moreover	(Dhn) facilitated monitored & accided	Number of faculty purcuing advanced research degree	Faculty Development Services	RGANIZATIONS	faculty and faculty & student	Number of extension-related awards (extension conducted by	PI 11 Additional outputs	0	PI 9 Amount of extension money generated from external funding	PI 8 Percent of extension proposals approved	PI 7 Number of extension proposals submitted	PI 6 Number of extension projects conducted	Evaluator	Consultancy	Convenor/Organizer	Resource Persons	Peer reviewers/Panelist	Research Mentoring	5 Number of technical/expert services	Individuals	Groups	4 Number of benificiaries served			 Number of person-days trained weighted by length of training
		related to operations		reviews	****	VARV		ps coordinated		ps coordinated		tandard			0.00	programs				nducted by		onal funding	funding			HELP											0.		training
						100%										2						75,000				1				3				100	5		1	3	T00
						100%										3						75,000				1				7				180	9		1	4	TOO
						4									-	7						7				4				7				4	5		4		*
						1										7						4				9				5				5	n		9	5	1
						7										9						7				5				-				8	1		9	9	1
						9										7						5					7			4					1		7	1	7

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	PI 1	Number of degree programs which passed accreditation/ev	valuation	2	2	5	5	5	5	
		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/partic	cipated/							
		facilitated								
UMFO 6	GENERAL ADMINISTRATIO	ON & 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
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Recommending Approval:	Approved by:
VICTOR B. ASIO Dean, CAFS	BEATRIZ S. BELONIAS Vice President for Instruction
Date:	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: <u>OUSTANDING</u>

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 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 Sien Reap Cambodia
Established strong linkage with LGU and ATI on external related activities
Date: <u>January 2020</u> Target Date: <u>December 2020</u> 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
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