

Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: MARILOU M. BENITEZ

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	37.5%	4.94	1.85
b. Students (50%)	37.5	5.0	1.87
TOTAL for Instruction			3.72
2. Research	10%	5.0	.50
3. Extension	10%	4.90	.49
4. Administration	5/10%	5.0	.25
5. Production			
TOTAL			4.96

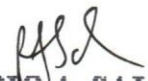
EQUIVALENT NUMERICAL RATING: 4.96
 Add: Additional Points, if any: -
 TOTAL NUMERICAL RATING: 4.96
 FINAL NUMERICAL RATING: 4.96

ADJECTIVAL RATING: OUTSTANDING

Prepared by:


MARILOU M. BENITEZ
 Name of Faculty

Reviewed by:


ROSARIO A. SALAS
 Department Head

Approved:


EDGARDO E. TULIN
 President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

MARILOU M. BENITEZ, Ph.D.
Faculty, Department of Horticulture

Date: _____

MFOs and Performance indicators	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
	MINIMUM PIS PER MFO FOR ACADEMIC DEPARTMENT'S OPCR								
UFMO 1	ADVANCED EDUCATION SERVICES								
	OVPI MFO 1	Graduate Degree Program Management Services							
		PI 1 Graduate degree program monitored							
		PI 2* Total Graduate FTE monitored							
		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 Management 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							
			3	3					
		PI 4 Number of graduate students advised							
UFMO 2	HIGHER EDUCATION SERVICES								
	OVPI MFO 1	Curriculum Program Management Services							
		PI 1* Total Undergraduate FTE monitored	50.95	53.55					
		PI 2 Number of undergraduate curricular programs compliant to CMO							

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	Peer reviewers/Panelist	resource speaker (Red Cross, ATI, DA)	4	4	5	5
	Resource Persons					
	Convenor/Organizer					
	Consultancy					
	Evaluator	HELP, Herbs, spice and medicinal	1	1	4	4.64
	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					
	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
	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					

