

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%)		$4.93 \times 50\% = 2.47$	
b. Students (50%)		$5.0 \times 50\% = 2.5$	
Total for Instruction	40%	4.97	1.99
2. Research			
a. Client/Dir. for Research (50%)		$5 \times 50\% = 2.5$	
b. Dept. Head/Center Director (50%)		$5 \times 50\% = 2.5$	
Total for Research	30%	4.4	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	20%	5	0.5
4. Administration	10%	5	0.5
5. Production	10%	5	0.5
TOTAL			4.99

EQUIVALENT NUMERICAL RATING: 4.99

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.99

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

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2	Утеплитель	м ²	100	1000
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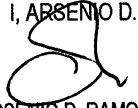
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Visayas State University
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION
Visca, Baybay City, Leyte

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 January to June 2018.


ARSENIO D. RAMOS
Ratee
Date: _____


ROSARIO A. SALAS, Ph.D.
Head, DOH
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 EDUCATON SERVICES									
	OVPI MFO 1	Graduate Degree Program Management Services								
		PI 1 Graduate deree program monitored								
		PI 2* Total Graduate FTE monitored	Hort 300 and Hort 400 Adviser and GAC	2	2.13	5	5	5	5	
		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		2	2	5	5	5	5	
UMFO 2	HIGHER EDUCATION SERVICES									
	OVPI MFO 1	Curriculum Program Management Services								
		PI 1* Total Undergraduate FTE monitored	Pls refer to the FTE computation table	20	27.8	5	5	5	5	
		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			8	7	5	5	5	5	
	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	as adviser:8; asSRC 5		10	13	5	5	5	5	
	PI 9	Number of student organizations advised/assisted									
	PI 10	Number of instructional materials developed									
UMFO 3	RESEARCH SERVICES										
	PI 1*	Number of published papers in internationally indexed journals refereed int'l journals refereed nat'l journals institutional journals									
	PI 2*	Number of research outputs presented in regional/national/international for a/conferences international for a/conferences national for a/conferences institutional for a/conferences									
	PI 3	Number of research projects conducted and/or complted 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 Proj. Evaluation of Promising Cacao Varieties		1.5 M	2 M	5	5	5	5	
	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			500	800	5	5	5	5	
	PI 2	Number of trainings conducted									
	PI 3	Number of IEC materials/technoguides developed/used			5	4	5	5	5	5	
	PI 4	Number of beneficiaries served Groups Individuals			4 5	3 4	5 5	5 5	5 5	5 5	
	PI 5	Number of technical/expert services Research Mentoring Peer reviewers/Panelist Resource Persons Convenor/Organizer Consultancy			100	120	5	5	5	5	
			resource speaker		5	4	5	5	5	5	

	PI 1	Zero complaints from clients									
	PI 2	Additional Outputs/Best Practices									
	TOTAL OVER-ALL RATING										
	AVERAGE RATING										
	ADJECTIVAL RATING										

* on per capita basis

Table 1 FTE computation
Courses handled:

Second Sem 2017-2018	Contact hr/week	week	No. of students	r	FTE
Hort 112 lec	2		9	20	0.9
Hort 112 lab	3		9	20	1.4
Hort 22 (Lab)	3		38	20	5.7
Hort 199-C	1		64	20	3.2
Hort 144 Lec	2		27	20	2.7
Hort 144 Lab	3		27	20	4.05
Hort 200 (adviser)	10		7	20	3.5
Hort 200 (SRC-member)	1.5		6	20	0.45
Hort 400 (adviser)	5		1	12	0.4
Hort 400 (GAC member)	1.5		4	12	0.5
Hort 300 (Adviser)	10		1	12	0.83
Hort 300 (GAC Member)	1.5		3	12	0.4
Summer 2017-2018					
Hort 195					
Summrer practicum (BSA)	3		10	20	1.5
Hort 195-Practicum in Horticulture (Agribusiness)	5		25	20	6.25
Sub-ITotal					27.8
Grand Total					29.93


Trainings conducted: Resource person

Average Rating (Total Overall rating divided by 4)		
Additional Points:		
Punctuality		
Approved additional points (with copy of approval)		
FINAL RATING		S
ADJECTIVAL RATING		O


Comments & Recommendations
for Development Purpose:

keep it up


Evaluated and Rated by


ROSARIO A. SALAS
Head, DOH
Date: _____

Recommending Approval:


VICTOR B. ASIO
Dean, CAPS
Date: 8

Approved:


BEATRIZ S. BELGOWAS
Vice President Instruction
Date: _____

1 - Quality
2 - Efficiency
3 - Timeliness
4 - Average

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **ARSENIO D. RAMOS**

Performance Rating: _____

Aim: **Enhance Work Efficiency**

Proposed Interventions to Improve Performance

Date: June, 2018

Target Date: December 2018

First Step:

1	Write and submit 1 research and 1 extension proposal for funding
2	Actively participate in all department, college and university activities
3	Effectively existing extension and research projects
4	Attend conferences, seminars and workshops related to the field of specialization
5	Prepare project annual reports for 2018

Results	
1	Prepared and submitted 1 extension project proposal which was already approved for funding and has been already implemented. One research project funded by DOST-PCAARRD was implemented last April 2018.
2	Participated in all department, college and university activities
3	Attended seminars and workshops
4	Submitted extension project annual report and presented project accomplishment during the In House review

Date:	January, 2019	Target Date: December, 2019
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Next Step:

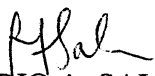
1	To update Instructional Materials for the courses being handled
2	To publish scientific paper in refereed journal
3	To attend training, seminars/ scientific conferences relevant to my field of specialization
4	To continue to implement on going extension and research projects effectively.
5	To continue my engagement with LGU, ATI, farmers and other horticulture industry partners on extension related matters.

Outcome:

Final Step/Recommendation

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Prepared by:


ROSARIO A. SALAS
Unit Head

Conforme:


ARSENIO D. RAMOS