Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

ARSENIO D. RAMOS

Program Involvement	Percentage	Numerical	Equivalent
(1)	Weight of	Rating	Numerical
	Involvement	(Rating x%)	Rating
	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.11	
b. Students (50%)		2.3	
Total for Instruction	40%	4.41	1.76
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		-	
Total for Research	30%	3.56	1.06
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)		-	
Total for Extension	20%	3.67	0.75
4. Administration	10%	5	0.5
5. Production	_	-	-
TOTAL			4.07

EQUIVALENT NUMERICAL RATING:

4.07

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.07

ADJECTIVAL RATING:

Outstanding

Prepared by:

Reviewed by:

ARSENIO D. RAMOS

Name of Faculty

ROSARIO A. S

Department Head

Recommending Approval:

VICTOR B. ASIC Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I,ARSENIO D. RAMOS, a faculty member of the <u>DEPARTMENT OF HORTICULTURE</u> commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures July to December, 2022

ARSENIO D. RAMOS

Asso. Prof. V

Date: 12/19/~

Approved:

ROSARIO A. SALAS

Department Head

Date: 01/03/2

VICTOR B. ASIO

College Dean

Date: //

								Ra	ting		REMARKS (Indicators
MFO No.	Description of MFO's/PAP s	Success/ Performance Indicators (PI)	Program/ Activities / Projects	Tasks Assigned	Target	Actual Accompli shment	Quality	Eficiency	Timeliness	Average	in percentage should be supported with numerical values in numerators and denominators)
UMFO 1.	ADVANCED	EDUCATION									
SERVICE	S										
OVPI MFC	2. Graduat	te Student									
	FTE coordinated, implemente d & monitored*	A1. Actual Facu	ulty's FTE	Handles Hort 209, Hort 300 and Hort 400 Acts as academic	5	3.89	3	3	3	3.00	
	1	students advised		adviser to graduate students	3	5	5	5	5	5.00	
		A3 . Number of students advised on thesis/special problem/diss ertation			4	4	4	4	4	4.00	

	As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	4	5	5	5	5.00	
	AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	5	5	4	4	4	4.00	
	A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	20	20	4	4	4	4.00	
PI 9: Number of instructiona I materials developed	A5 . Number of on-line	Converts the existing instructional materials into flexible learning systems	2	2	4	4	4	4.00	
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	2	4	4	4	4.00	
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	10	5	5	5	5.00	
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets. etc.	6	6	4	4	4	4.00	

	A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	6	6	4	4	4	4.00	
	A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	4	4	4	4.00	
PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	4	4	4	4.00	
UMFO 2. HIGHER ED	UCATION SER								
OVPI UMFO 3. Highe									
PI 5: Total FTE, coordinated implemente d and monitored *		Handles and teaches Hort 112, Hort 144, Hort 199-C, Hort 200.1 and Hort 200.4	12	18.45	5	5	5	5.00	
	A10. Preparation Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	6	5	5	5	5.00	
	A 11 . Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	10	5	3	3	3	3.00	

	A12. Number of trainings attended related to instruction	Trainings attended	Attend mandated trainings	2	3	5	5	5	5.00	
	A13. Number of long examinations administered and checked	exam prep	Administers and checks long examination for subjects taught	8	6	3	3	3	3.00	
	A14. Number of quizzes administered and checked		Prepares and checks quizzes for lec and lab	40	40	4	4	4	4.00	
,	A15. Number of lab reports and term papers checked and graded		Checks lab reports and term papers submitted as required	20	20	4	4	4	4.00	
PI 8: Number of students advised: *	A16. Number of students advised:		Acts as academic adviserto students	10	24	5	5	5	5.00	
	A17. Number of students advised on thesis/ field practice/spec ial problem:			10	10	4	4	4	4.00	
	As SRC Chairman	Advising/correction	Advises, and corrects research outline and thesis/SP manuscript	7	7	4	4	4	4.00	
	As SRC Member	Advising/correction	Advises and corrects research outline and thesis/SP manuscript	8	10	5	5	5	5.00	

.

PI 9: Number of student	A18. Number of students entertained for consultation purposes A19. Number of Student	Entertains students consulting on subject taught, thesis and grades Advises student organizations recognized by USOO	20	20	4	4	4	4.00	
ns advised/ assisted *	organizations advised								
	A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	4	4	4	4.00	
	A 21 : Number of on- line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	1	4	4	4	4.00	
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	3	5	5	5	5.00	
	Supplemental learning resou	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	10	5	5	5	5.00	

Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	10	5	5	5	5.00	
A 23 : Number of on- line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	1	0	3	3	3	3.00	
A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	2	4	4	4	4.00	
A 25. Number of Additional outputs accomplished								
Program accreditation/ evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	1						
Agency/firm/I ndustry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
A 26. Other outputs implementing the new normal due to covid 19 SERVICES	Designs experiential learning activities and other outputs to implement new normal	1	1	4	4	4	4.00	
	A 23: Number of on- line course ware reviewed by TRP & edited by MMDC editor A 24: Number of virtual classroom created and operational A 25. Number of Additional outputs accomplished: Program accreditation/ evaluation Agency/firm/I ndustry linkages A 26. Other outputs implementing the new normal due to	Assessment tools such as long exam, quizzes, problems sets. etc. Submits the course ware duly reviewed by TRP for editing by MMDC editor A 24: Number of virtual classroom created and operational A 25. Number of Additional outputs accomplished : Program accreditation/ evaluation Agency/firm/I ndustry linkages A 26. Other outputs implementing the new normal due to	Assessment tools such as long exam, quizzes, problems sets. etc. A 23: Number of online course ware duly reviewed by TRP for editing by MMDC editor TRP & edited by MMDC editor A 24: Number of virtual classroom using either Moddle or Google Classroom created and operational A 25. Number of Additional outputs accomplished: Program accreditation/ evaluation A 26. Other outputs implementing the new normal due to bush as example and selection in the program activities and other outputs implementing the new normal due to bush as last on the program, as the program activities and other outputs to implement new normal as a such as last on the program activities and other outputs to implement new normal as a such as last on the program activities and other outputs to implement new normal as a such as last on the such as last on the program activities and other outputs to implement new normal as a such as last on the such as last on the program activities and other outputs to implement new normal as a such as last on the program activities and other outputs to implement new normal as a such as last on the program activities and other outputs to implement new normal activities and other outputs to implement new normal as a such as last on the program activities and other outputs to implement new normal activities and other outputs activities	Assessment tools such as long exam, quizzes, problems sets, etc. A 23: Number of on-line course ware ware duly reviewed by TRP for editing by MMDC editor A 24: Number of virtual classroom using either Moddle or Google Classroom created and operational A 25. Number of Additional outputs accomplished : Program accreditation program/profile and other materials required during program/institutional accreditation al accreditation and/or evaluation A 26. Number of Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU A 26. Other outputs implementing the new normal due to	Assessment tools such as long exam, quizzes, problems sets, etc. A 23: Number of online course ware duly reviewed by TRP for editing by MMDC editor A 24: Number of wirtual classroom using either Moddle or Google Classroom Created and opperational A 25: Number of Additional outputs accomplished: Program accreditation materials required during program/institutional accreditation and/or evaluation Agency/firm/I accreditation and/or evaluation A 26: Other outputs implementing the new normal due to	Assessment tools such as long exam, quizzes, problems sets, etc. A 23: Number of online course ware duly reviewed by TRP for editing by MMDC editor TRP & edited by MMDC editor A 24: Number of virtual classroom using either Moddle or Google Classroom Created and operational A 25. Number of Additional outputs accomplished: Program accreditation/ evaluation Agency/firm/I mdustry linkages with firms willing to accept OJT students from VSU A 26. Other outputs implementing the new normal due to submit and other outputs implement new normal A 26. Other outputs implementing the new normal due to	Assessment tools such as long exam, quizzes, problems sets, etc. A 23: Number of online course ware duly reviewed by TRP for editing by MMDC editor reviewed by TRP for editing by MMDC editor 1 0 3 3 3 3 A 24: Number of oritrual classroom using either Moddle or Google Classroom created and operational A 25: Number of Additional outputs accomplished: Program accreditation/ evaluation Program profile and other materials required during program/institutional accreditation and/or evaluation Agency/firm/I ndustry Ilinkages Designs experiential learning activities and other outputs implementing the new normal due to	Assessment tools such as long exam, quizzes, problems sets, etc. A 23 : Number of online course ware duly reviewed by TRP for editing by MMDC editor TRP 8 edited by MMDC editor A 24 : Number of virtual classroom using either Moddle or Google Classroom created and operational A 25. Number of reditional outputs accomplished Program program profile and other materials required during program/institutional accreditation/ evaluation A 26. Number of virtual classroom using either Moddle or Google Classroom are eated and operational A 27. Number of virtual classroom using either Moddle or Google Classroom A 28. Number of Additional outputs accreditation/ evaluation A 28. Outper outputs accreditation/ evaluation A 29. Outper outputs accreditation and/or evaluation A 29. Outper outputs outputs to implement new normal to program experiental learning activities and other outputs to implementing the new normal due to

PI 1. A27. Number Conducts research for possible utilization Number of of research by industry or other outputs in the research beneficiaries last three (3) outputs in the last years utilized by the industry three (3) 2 5 5 5 5.00 or by other years beneficiaries * utilized by the industry or by other beneficiaries Conducts and PI 2. A 28. Number completes research Number of of research oroject within the outputs research year completed 1 outputs within the year completed within the vear * Writes publishable PI 3. A 29. materials out of Percentage | Percentage of research outputs and research of research submits for outputs outputs publication published in published in internationall internationally-0 3 3 3 3.00 y-referred or refereed or CHED CHED recognized recognized journal within journal within the the year vear (2%) * In refereed 1 0 int'l journals In refereed nat'l/regional iournals

y.

PI 4. Number of research outputs presented in regional/nati onal/ int'l fora/conferences	fora/conferenc es *	Prepares, submits and presents research paper in scienfic for a/conferences	1	1	4	4	4	4.00	
	In int'l fora/conferenc es		1	0	3	3	3	3.00	
	In nat'l/regional fora/conferenc es		1	0	3	3	3	3.00	
PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	4	4	4	4.00	
PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		1	0	3	3	3	3.00	
	A 33. Number of journal articles/scienti fic paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	2	1	3	3	3	3.00	

		A 34. Number of UMs submitted to ITSO, VSU A 35. Other outputs implementing	UM preparation	Prepares and submits application for UM of technology generated out of research output Designs research related activities and other outputs to		1	4	4	4	4.00	
	EVENIOUS	the new normal due to covid 19		implement new normal	'		,	7	7	4.00	
UMFO 4.	PI 1.	A 36. Number		Identifies and links							
	Number of active partnership s with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholde rs as a result of extension activities	of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained		with probable partners for extension activities and maintains this active partnership	1	1	4	4	4	4.00	
	trainees	A 37. Number of trainees weighted by the length of training		Conducts trainings among beneficiaries of technologies for transfer	25						

extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	2	2	4	4	4	4.00	
of beneficiarie s who rated the training course/s and advisory services as satisfactory	course/s and advisory services as satisfactory or higher in	Provides quality and relevant training courses and advisory services	90	90	4	4	4	4.00	
PI 5. Number of technical/e xpert services	A 40 . Number of technical/exp ert services as/in:	Provides the technical and expert services requested by beneficiaries	10	10	4	4	4	4.00	
Research Mentoring	Research Mentor								

,

Peer reviewers/ Panelists	Peer reviewers/Pa nelists		2	1	3	3	3	3.00	
Resource Persons	Resource Persons		5	3	3	3	3	3.00	
Convenor/ Organizer	Convenor/Or ganizer								
Consultan cy	Consultant		1	1	4	4	4	4.00	
Evaluator	Evaluator								
PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals	Prepares extension project proposals, submits and follow up its approval for immediate implementation	1		3	3	3	3.00	
PI 11. Additional outputs *	A 42. No. of extension- related awards (extn. conducted by faculty or student & faculty) *								
	A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1	1	4	4	4	4.00	
	ORT TO OPERATION								
OVPI MFO	4. Program and Institutiona	al Accreditation Services							

.

	PI	A 44.		Ensures that all the				
		Compliance to		QMS core processes				
	e to all	all		of the university are complied with in the				
		requirements		performance of				
		of theQMS		his/her functions as				
		core processes		faculty member				
		of the						
	implementati							
	on, maintenanc	under ISO						
	e and	9001.2015						
	improvemen							
	t of the							
	QMS of the							
	core							
	processes							
	of the							
	College/dep							
	artment							
	under ISO							
	0001-2015*	A 45.	Minutes	Prepares required				
	8	Compliance to	Preparation	documents and				
		all		complies all				
		requirements		requirements as prescribed in the				
		of the program		accreditation tools				
		and institutional		door caltation tools				
		accreditations:						
		On	Pilot Plant					
		program	Manager					
		accreditations						
		On	SSF Rootcrop					
			facility incharge					
		accreditations						
UMFO 6	6. Genera	al Admin. 8	Support					

PI 2. Zero percent	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients					
Additional Outputs	A 47. Number of /new initiatives introduced resulting to best practice replicated/ben chmarked by other depts/agencie s *	Initiates/introduces improvements in performfing functions resulting to best practice					
	A 48.Other outputs implementing the new normal due to covid 19	Designs administration/manag ement related activities and other outputs to implement new normal					
Total Over- all Rating						204.00	
Average Ra	Average Rating					4.18	
	Adjectival Rating						

Evaluated & Rated by:	Recommending Approval VICTOR B. ASIO	Approved by: BEATRIZ S. BELONIAS
Department Head	Dean,	Vice President for Instruction
Date: 9 03 73	Date:	Date:

Comments & Recommendations for Development purposes

strule publication in regreed Sound

.

.



EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ARSENIO D. RAMOS

Performance Rating: Outstanding

Aim: Enhance Work Efficiency

Proposed interventions to Improve Performance

Date: January, 2022

Target Date: June, 2022

First Step:

Write and submit 1 research and 1 extension proposal for funding

Actively participate in all department, college and university activities

Implement existing extension and research projects effectively

Attend conferences, trainings, seminars and workshops related to the field of

specialization

Prepare and present project reports

Results:

Submitted 1 extension proposal

Actively participated in all department, college and university activities

Effectively implemented extension projects and research projects

Attended conferences, trainings, seminars and workshops related to the field of

specialization

Prepared and presented research and extension projects during the annual In-

House Review

Date:

January 2023

Target Date: June 2023

Next Step:

Write and submit 1 research proposal for funding

Actively participate in all department, college and university activities

Continue implementation of existing extension and research projects effectively

Attend conferences, trainings, seminars and workshops related to the field of

specialization

Write and submit 1 scientific publication to a referred journal

Present research findings in scientific conference

Outcome:

Final Step/Recommendation

Approval of the research and extension proposals after the presentation/evaluation.

Prepared by:

ROSARIO A. SALAS

Unit Head

Conforme.

ARSENIO D.RAMOS

Name of Ratee Faculty/Staff