

Exhibit K

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **BEATRIZ C. JADINA**

Period: **July to December, 2018**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
10. Instruction			
k. Dean (50%)	35%	4.80	1.68
l. Students (50%)	35%	4.93	1.72
Total for Instruction	70%		
11. Research			
g. Client/Dept. Head	20%	4.5	0.90
h. CAFS Res. Dir.			
Total for Research	20%		0.90
12. Extension			
k. Clients (50%)	9%	4.8	0.43
l. Dept Head/Center Director (50%)			
Total for Extension	9%		0.43
13. Administration (Mgt. of Laborers)	1%	5.0	0.05
TOTAL			4.78

EQUIVALENT NUMERICAL RATING: **4.78**


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.78**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

Reviewed by:



BEATRIZ C. JADINA
Name of Faculty


SUZETTE B. LINA
Department Head

Recommending Approved:


VICTOR B. ASIO
Dean, CAFS

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

DEPARTMENT OF THE ARMY
OFFICE OF THE ADJUTANT GENERAL
WASHINGTON, D. C.

Form of report required by Adjutant General's Office
Form 100-10 (Rev. 1-1-59)

1. Name (Last, first, middle initial)	2. Grade or Rate	3. Position or Duty Station	4. Date of Report
1. Smith, John A.	1. Captain	2. Adjutant General's Office	3. 10/1/59
1. Jones, William B.	1. Major	2. Adjutant General's Office	3. 10/1/59
1. Brown, Robert C.	1. Lieutenant Colonel	2. Adjutant General's Office	3. 10/1/59
1. Davis, Mary E.	1. Captain	2. Adjutant General's Office	3. 10/1/59
1. Wilson, James H.	1. Major	2. Adjutant General's Office	3. 10/1/59
1. Moore, Charles D.	1. Lieutenant Colonel	2. Adjutant General's Office	3. 10/1/59
1. Taylor, Elizabeth F.	1. Captain	2. Adjutant General's Office	3. 10/1/59
1. Anderson, George G.	1. Major	2. Adjutant General's Office	3. 10/1/59
1. White, Harold I.	1. Lieutenant Colonel	2. Adjutant General's Office	3. 10/1/59
1. Clark, Patricia J.	1. Captain	2. Adjutant General's Office	3. 10/1/59

5. Signature of Reporting Officer	6. Signature of Recipient
1. John A. Smith	1. William B. Jones
1. Robert C. Brown	1. Mary E. Davis
1. James H. Wilson	1. Charles D. Moore
1. Elizabeth F. Taylor	1. George G. Anderson
1. Harold I. White	1. Patricia J. Clark

7. Remarks	8. Remarks
1. All reports received on time.	1. All reports received on time.
1. No further action required.	1. No further action required.
1. All reports received on time.	1. All reports received on time.
1. No further action required.	1. No further action required.
1. All reports received on time.	1. All reports received on time.

9. Signature of Reporting Officer	10. Signature of Recipient
1. John A. Smith	1. William B. Jones
1. Robert C. Brown	1. Mary E. Davis
1. James H. Wilson	1. Charles D. Moore
1. Elizabeth F. Taylor	1. George G. Anderson
1. Harold I. White	1. Patricia J. Clark

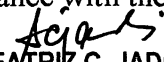
11. Signature of Reporting Officer	12. Signature of Recipient
1. John A. Smith	1. William B. Jones
1. Robert C. Brown	1. Mary E. Davis
1. James H. Wilson	1. Charles D. Moore
1. Elizabeth F. Taylor	1. George G. Anderson
1. Harold I. White	1. Patricia J. Clark

13. Signature of Reporting Officer	14. Signature of Recipient
1. John A. Smith	1. William B. Jones
1. Robert C. Brown	1. Mary E. Davis
1. James H. Wilson	1. Charles D. Moore
1. Elizabeth F. Taylor	1. George G. Anderson
1. Harold I. White	1. Patricia J. Clark

“Exhibit B”

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I **BEATRIZ CUEVAS JADINA** of the DEPARTMENT OF SOIL SCIENCE, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 31, 2018. (Accomplishment).


BEATRIZ C. JADINA
 DSS, Faculty


SUZETTE B. LINA
 Head of Unit

Date: _____

MFOs AND PERFORMANC E INDICATORS	Success/Performance Indicator (PI)	TARGET	Actual Accomplishment	RATING				REMARKS
			As of November 2018	Q1	E2	T3	A4	
MFO 1. Graduate Degree Program Management Services								
MFO 2. Graduate Student Management Services								
	PI1: Number of graduate students awarded with scholarship/assistantship							
MFO 1. Curriculum Program Management Services								
	PI1: FTE 1st sem 2018-2019							
	Teaches:							
	Senior High School (SHS), Earth & Life Science, lec	30	39	5	5	5	5	
	Senior High School (SHS), Earth & Life Science, lab	30	39	5	5	5	5	
	Earth Science (Education)	10	13	5	5	5	5	
	SS 24 (Soil Fertility, Conservation and Management) lec	70	85	5	5	5	5	

	SS 115 (Soil Chemistry) lec	20	22	5	5	5	5	
	SS 200 (Undergraduate Thesis)	1	4	5	5	5	5	
	SS 199 (Undergraduate Seminar)	18	18	5	5	5	5	
	Total FTE							
	Summer, SY 2018							
	PI2: Regular attendance in all courses handled							
	PI3. Number of Instructional Materials Developed/ Revised and Utilized	0						
	P14. Number of undergraduate students who graduated within prescribed period (including SRC Membership)	0						
	PI5. Number of Student Research Advising	1	4	5	5	4	4.67	
	Approved thesis outline submitted within the prescribed period (including SRC membership)	0	3	5	5	4	4.67	
	Approved manuscript submitted within the prescribed period	1						
	PI6. Student Advising and Consultation Services:	0						
	Number of Academic Advisee	1	4	5	5	4	4.67	
	Number of High School Research advisees	1	3	5	5	5	5	
	Number of student-related activities assisted							
	PI7. Number of Academe/Industry Linkage established:							
	PI8. Awards/Honors received by students/faculty:							

	PI9: Number of awards received by students							
MFO 2. Student Management Services								
	PI1: Number of students awarded with scholarship/ fellowship/grants							
	PI2: Number of graduates gainfully employed in jobs related to their undergraduate programs							
UMFO 3: Support to Operations (STO)								
MFO 3. Faculty Recruitment/Hiring Services								
	PI1: Number of faculty recruited/hired aligned with ISO standards							
MFO 3. Faculty Evaluation Services								
	PI1: Teaching performance rating (All subjects: SS 24, SS 115, lec; EaSc lec & lab(SHS) Ea Sc 106 lec, SS 199 B, SS 200							
UMFO 4: Research Services								
	PI1 Number of Outputs Published in CHED accredited journals/internationally indexed journals:	0						
	In Refereed International Journals	0						
	In Refereed National Journals							
	PI2: Number of papers published in other peer- review publications (proceedings, monographs, etc.):	0						
	Number of papers submitted in ISI accredited journal							
	PI3: Number of Outputs Presented in Regional/ National/International Fora /Conferences:	0						

	In International Fora/Conferences	0						
	In National Fora/Conferences							
	In Regional/Local Fora/Conferences							
	P14: No. Of Conference, Training, workshop and seminars attended	1	2	5	5	5	5	
	P15: No. of Comprehensive and qualifying Exam Attended	0	2	5	5	4	4.67	
	PI4: No. of on-going research conducted	0	1	4.5	4.5	4	4.33	
	PI5: No. Of research conducted and completed on time	0						
	P16. No. Of Research conducted (Serve as Consultant)							
	PI7: Amount of research funds generated							
	PI8: No. of Scientific articles reviewed & edited	0	1	5	5	4	4.67	
	PI8. No. Of linkages forged							
	International							
	National (PCAARRD)							
	Regional/Local/Institutional (ISR.CAFS.DASS. VSU)							
	Research proposal submitted for funding	0						
UMFO 5: Extension Services								
	PI1: No. Of extension project conducted							

	PI2: No. of trainings conducted	0		4.5	4.5	4	4.33	
	PI3: Number of beneficiaries served:	5	10	4.5	4.5	4	4.33	
	Groups/ Institutions							
	Individuals							
	PI4: Technical/ Expert services (international, national, regional):	0	0					
	Consultancy							
	RDE reviewer/ panelist							
	Resource person	0	2	5	5	5	5	
	Convenor/Organizer							
	International							
	National							
	Regional/Local							
MFO 1. Administrative and Facilitative Services								
	PI1: Number of Academic Personnel Board meetings attended							
	PI2: Number of VSU-FA meetings attended							
	PI3: Number of academic council meeting attended	0	1	5	5	5	5	
	P14: Number of Department meetings attended	1	2	5	5	5	5	
	PI4: Membership in University committees	0	1	5	5	5	5	

Exhibit L
EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **BEATRIZ CUEVAS JADINA**
Performance Rating: **OUTSTANDING**

Aim: To improve further and maintain the outstanding performance

Proposed Interventions to sustain/improve Performance:

Full support from the Department of Soil Science, the College of Agriculture and Food Sciences and from the University in terms of financial support for all proposals to be submitted to produce outputs for instruction (ex. budget for teaching guide preparation), research (ex approval and release of budget for research proposal submitted), extension (ex. time and budget to do the extension activities) and production.

Full administrative support in terms of on – time & efficient processing of all official & relevant documents in the department is very important to sustain the efforts of the faculty. Equally important is the efficient and effective delivery of services of the Soils Research, Testing & Plant Analysis Laboratory (SRTPAL) to support Instruction, Research, Extension & production functions of the department.

Date: July 1, 2018 Target Date: December 31, 2018

First Step:

Submission of instruction, research and extension proposals to the Department Head;
Proper & on – time scheduling and distribution of workload to enable the faculty to perform all the expected functions and effectively deliver the expected outputs.

Expected outcome:

Timely comments and suggestions and endorsement for approval and implementation of the research and extension proposals submitted;

Duration: July 1, 2018 to December, 2018

Next Step: Preparation of proposals for instruction, research and extension

Outcome: Submission of proposals for instruction, research and extension through concerned offices

Final Step/Recommendation:

There should be regular updates from concerned offices on the status of proposals submitted for funding and implementation.


BEATRIZ CUEVAS JADINA
DSS Faculty

Approved:


SUZETTE B. LINA
Unit Head

RECEIVED
JAN 15 1964

TO THE DIRECTOR, FBI
FROM THE SAC, NEW YORK
SUBJECT: [illegible]
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RE: [illegible]

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