

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: DARIO P. LINA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$5 \times 50\% = 2.5$	
b. Students (50%)		$4 \times 50\% = 2.0$	
Total for Instruction	40%	4.5	1.8
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%	5	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	15%	4	0.6
4. Administration	10%	5	.5
5. Production	5%	5	.25
TOTAL			4.65

EQUIVALENT NUMERICAL RATING: 4.65

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.65

ADJECTIVAL RATING: Outstanding\_\_\_\_\_

Prepared by:

DARIO P. LINA

Name of Faculty

Reviewed by:

ROSARIO A. SALAS

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

BEATRIZ S. BELONIAS

Vice President

BEATRIZ S. BELONIAS  
Vice President

VICTOR R. ASIO  
Dean/Director

Recommending Aff.

OSARIO  
Department

DARIO P. LINA  
Name of Faculty

Prepared by

ADJECTIVAL

TOTAL

Add

**Visayas State University**  
**OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION**  
Visca, Baybay City, Leyte

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, DARIO P. LINA, Associate Professor, 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.

DARIO P. LINA, Ph.D.

Faculty, DOH

Date: \_\_\_\_\_

ROSARIO A. SALAS, Ph.D.

Head, DOH

Date: \_\_\_\_\_

MFOs and Performance indicators	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment					Remark
					Quality	Efficiency	Timeliness	Average	
UFM 01 ADVANCED EDUCATION SERVICES									
OVPI MFO 1. Graduate Degree Program Management Services		Teach graduate courses and and advise grad. Students							
PI 1: Graduate deree program monitored									
PI 2: Total Graduate FTE monitored			3	3.00	5	5	5	5	GAC-members to 5 MS
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/assistsanship									
PI 2: Percentage of graduate students awarded with scholarship/assistsanship 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		5	5.00	5	5	5	5	Rosalie Briones, Leonards Lacostales, Janeth Lapasanda, Eduarda Zulla AND Grace Sarmiento
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>	Teach undergraduate courses and advise thesis students							
<b>OVPI MFO 1. Curriculum Program Management Services</b>								
PI 1. Total Undergraduate FTE monitored		26	16.35	5	5	5	5	
PI 2. Number of undergraduate curricular programs compliant to CMO approved and offered								Pls. refer to Table 1
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								
PI 5. Percentag increase in the number undergrad students who graduated within 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		5	5	5	5	5	5	
PI 9. Number of student organizations advised/assisted								
PI 10. Number of instructional materials developed								
<b>UMFO 3. RESEARCH SERVICES</b>	Make research proposals, conduct reaserch, present reaserch results in conferences, publish research results in journals							
<b>PI 1: Number of published papers in internationally indexed journals</b>								
<i>refereed int'l journals</i>								
<i>refereed nat'l journals</i>								
<i>institutional journals</i>								

PI 2: Number of research outputs presented in regional/national /international for a conference								
<i>international for a/conferences</i>								
<i>national for a/conferences</i>								
<i>institutional for a/conferences</i>								
PI 3: Number of research projects conducted and/or complted on scheduled		2	2	5	5	5	5	ACIAR and DA-BAR
PI 4: Number of research proposals submitted								
PI 5: Percent of research proposals approved								
PI 6: Amount of research money generated from external funding		2.5 M	2.5M	5	5	5	5	
PI 7: Amount of research money generated from institutional funding								
PI 8: Additional outputs								
<i>NO. of research-related awards (faculty &amp; student/faculty)</i>								
<b>UMFO 4. EXTENSION SERVICES</b>								
PI 1: Number of person-days trained weighted by length of training		25	60	5	5	5	5	PMPI
PI 2: Number of trainings conducted								
PI 3: Number of IEC materials/technoguides developed/used								
PI 4: Number of beneficiaries served								
<i>Groups</i>								
<i>Individuals</i>								
PI 5: Number of technical/expert services								
<i>Research Mentoring</i>								
<i>Peer reviewers/Panelist</i>								
<i>Resource Persons</i>		4	4	5	5	5	5	

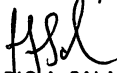
<i>Convenor/Organizer</i>								
<i>Consultancy</i>								
<i>Evaluator</i>								
PI 6: Number of extension projects conducted								
PI 7: Number of extension proposals submitted								
PI 8: Percent of extension proposals approved								
PI 9: Amount of extension money generated from external funding								
PI 10: Amount of extension money generated from institutional funding		30,000		5	5	5	5	
PI 11: Additional outputs								
<i>Number of extension-related awards (extension conducted by faculty and faculty and staff)</i>								


UMFO 5. SUPPORT TO ORGANIZATIONS									
OVPI MFO 1. Faculty Development Services									
PI 1: Number of faculty pursuing advanced degree program									
OVPI MFO 2. Faculty Recruitment/Hiring Services									
PI 1: Number of faculty recruited/hired aligned									
OVPI MFO 3. Faculty Evaluation Services									
PI 1: Number of seminars/trainings/conventions/workshops coordinated for entire university									
PI 2: Number os seminars/trainings/conventions/workshops coordinated outside of the University									
National	National		1	1	5	5	5	5	New Templates for Evaluation of OBCA and OSA Bio-efficacy Trial Protocols and Terminal Reports
Regional	Regional		1	1	5	5	5	5	Jackfrui induatry in region 8...
Institutional	Institutional								
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								
<b>PI 5: Additional outputs</b>								
<i>Number of faculty/staff awards/honors received related to operations support</i>								
Certifications								
Award								
Membership								
<b>OVPI MFO 4. Program and institutional Accreditation Services</b>								
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								

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		5
ADJECTIVAL RATING		Outstanding

Comments & Recommendations  
for Development Purpose:  
  
Has to publish  
research outputs

Evaluated and Rated by  
  
ROSARIO A. SALAS  
Head, DOH  
Date: \_\_\_\_\_

Recommending Approval:  
  
VICTOR B. ASIO  
Dean, CAFS  
Date: 8\_\_\_\_\_

Approved:  
  
BEATRIZ S. BELONIAS  
Vice President Instruction  
Date: \_\_\_\_\_

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

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DARIO P. LINA  
Performance Rating: OUTSTANDING

Aim: Achieve good performance in instruction, research and production  
Proposed Interventions to Improve Performance:

Start Date: January 2018 Target Date: December 2018  
First Steps:

- To upgrade instructional materials to outcomes-based education (OBE)
- To request for instructional equipment and facilities
- To make proposals for research and extension
- To conduct research and extension studies

Result:

- Has upgraded instructional materials to outcomes-based education
- Has conducted trainings and attended seminar and conferences
- Has submitted proposals and conducted researches and has attended national R&D planning workshop
- Has approved request for initial laboratory equipment and materials for DOH physiology Lab


Date: January 2019 Target Date: December 2019

Next Steps:

- To continue to conduct and make proposals for relevant researches
- To follow up request for lab equipment and materials for research and instruction
- To continue to handle instruction, conduct trainings and supervise on-going researches

Outcome: \_\_\_\_\_

Final Step/Recommendation: \_\_\_\_\_  
Prepared by:

Conforme:   
DARIO P. LINA  
Name of Ratee Faculty/Staff

  
ROSARIO A. SALAS (Ph. D)  
Head DOH