Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ROSARIO A. SALAS_

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	5	5X50%=2.5	
b. Students (50%)	4	4X50%=2	
TOTAL for Instruction	5	5X70%	3.5
2. Research	5	15%	0.75
3. Extension	5	10%	0.50
4. Administration	5	5%	0.25
5. Production			
TOTAL			5

EQUIVAI	ENT NI	IMERICA	IRA	TING	5

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 5

ADJECTIVAL RATING:

Reviewed by:

0

Prepared by:

ROSARIO A. SALAS

Name of Faculty

Approved:

EDGARDO E. TULIN

Dean, CAFS

President

Visayas State University INSTRUCTION Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

with the indicated measures for the period July to December, 2016. I, ROSARIO A. SALAS, Head Department of Horticulture, commits to deliver and agree to be rated on the attainment of the following targets in accordance

ROSARIO A. SALAS

Head, Department of Horticulture

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Dean College of Agriculture and Food Science

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	Success/Derformance Indicator	Units/Perso		Actual		R	Rating		
MFO Description	(PI)	ns	Target	Accom-	ality	ciency	elines	erage	Remark
	Gujernaminija karajan proposanjaja.	Responsible		plishment	Quá	Effici	Time	Aver	
UMFO 1. ADVENCED EDUCATION SERVICES	RVICES								
OVPI MFO 1. Graduate Degree Program Management Services	n Management Services	And the second s	oderdanieta ⁽ essentantes pro-essente	response of the second		and the state of t			
		terri ferranea e comunicativa e constituido de la constituida e constitu	miatisanya Penenuntanahanahana	ender eine eine eine eine eine eine eine ei		and the same of th	and the second		
PI 1: Graduate degree program monitored	d		2	2	Annual Communication of the Publishing				MS and PhD
PI 2: Total Graduate FTE monitored			18.08	18.08	4	4	7	4	
PI 3: Percentage increase in number of graduate students enrolled	raduate students enrolled		5%	25.00%	4	~	Ч	5	
PI 4: Percentage increase in number of graduate students who graduated within prescribed period.	raduate students who graduated within	The second secon	75%	75.00%	4	m,	4	7	
OVPI MFO 2. Graduate Student Management Services	ement Services			and the state of t	And the Property of the Parket State of the Pa	of spirit year the same on the spirit			
Pl 1: Number of graduate students awarded with scholarship/ assistantship	ed with scholarship/ assistantship		15	15	7	7	4	7	
PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period	arded with scholarship/ assistantship		50%	81%	4	4	4	7	

PI 3: Number of graduate students awarded with honors/distinction	2	restrictive six and conference of f _{erross} contents on the		World Taylor and and	President of contractive of	with the sign of the Australia and display and	erenteren eren er er en er
PI 4: Number of graduate student advised	6	O1	4	7	9	4	Llegunas W.,
UMFO 2. HIGHER EDUCATION SERVICES	en en esta esta esta esta esta esta esta esta	end fairfea organistica in cent i a _{ce} daennolg presidente aest	Controlled Sections of the Sections,	a Proceduse Agit, agrae as office property	and the following the contribution of the cont	design profits to the collection of the	- Codo D.,
OVPI MFO 1. Curriculum Program Management Services	operation of Vettagen et yels and faces and facely and because the early and	mission and the color matter from the condition of the contrastion of contrastion is an extensive manifest			and the second of the second o	And the state of t	
PI 1: Total undergraduate FTE monitored	212.65	212.65	7	7	7	1	THE PROPERTY OF THE PROPERTY O
PI 2: Number of undergraduate curricular program compliant to CMO, approved and offered	_	_	4	~	7	4	
PI 3: Average passing percentage in licensure examinations in mandated	40%	81%	7	3	ī	3	en el fermente esta esta esta fermente de la ferme
PI 4: Number of undergraduate graduates in mandated programs graduated within the prescribed period	4	4	5	5	7	7 6	
PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period	50%	The state of the s	4	4	7	4	
PI 6: Percentage increase in the number of undrgraduate students enrolled	5%	5%	N	N	4	7	And the second of the second s
PI 7: Numbe of academe/industry linkage established	ō	o	9	a c	5	8	DA RFO-8, ATI, Climate change commission, Red cross, ACIAR,
PI 8: Number of students advised	00	00	Ч	Ŋ	Ŋ	~	Vilbar R., Culminas M., Henita A., Cabalhin R., Parac., Carnalan D., Gloria J.
PI 9: Number of student organization advised	the second secon	the filter of the state of the		Appearance annuface	100	and the same is the same and th	Cahajas d
PI 10: Number of instructional materials developed		a characteristic particular and a second	7	7	7	4	Hort 141 (Lec and
UMFO 3. RESEARCH SERVICES		and the state of t	and the sale same as are principle and	A promoced of pro-square particular by a	aprilion (see annuar branch		100
PI 1. Number of published papers in internationally indexed journals		en je dodina er en jelom spilot galler selver geleje ej se	The second secon	And the second second by the second s	the special first or a second second	To the contract of the contract of	
refereed int'l journals	The second secon	en julius en	and the same of th	And the second s	1		men er Vermerkte serlin ett statstels der verlagense jahenet für Aufschlandense
refereed nat'l journals	J.	And in the latter than the field is to take a manuscript, provided	5	1	7	7	Sikat and Sulit
institutional journals	and the second of the second substitution of the second of	Mary of Assembly, and profession the off specific contemporary to the second specific contemporary to	(-	V		

PI 2. Number of research outputs presented in regional/national/ intl for a		Alleger and completel below the second development of the second second			The second second second second	And the second second second	and the second second second	
int'l fora/conferences		5	5	7	7	3	7	AFSA
nat'l fora/conferences	hand hear and hearthwest desires and when the series in principles	The state of the s		-	-	v	L	
reg'l fora/conferences		The second section of the section of		-	- Indiana			
institutional fora/conferences		The Property of the control of the c	the strict of particular and make a supplementary private a supplementary and the supple			The same of the sa	readile spirit metalliciane experience	
PI 3. Number of research projects conducted and/or completed on schedule	Conducted research on	00	00	4	4	4	4	NCT,ACIAR
PI 4. Number of research proposals submitted	- North Control Con	2	2	n	1	7	3	CHED AND DENR
PI 5. Percent of research proposals approved		50%	50%	10	10	7 0	3 "	DENR
PI 6. Amount of research money generated from external funding	Generated	Me) A 6	1 5		\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \		ACIAR, DA-RF0-8,
	funds for the	2M	2M	N	4	7	N	ACIAN, DA-REU-O,
PI 7. Amount of research money generated from institutional funding	edicini nuvisi nuvisi s	0.5M	0.5 M	Ч	4	4	h	VSU Funding
PI 8. Additional outputs	-	a mesty-integrapiona (inspectanting state automotive some	White the same of the Persons in a second to sect to	The state of the s	and the same of th		and the section desired and section the	The second section of the sect
No. of research-related awards (research conducted by faculty or student w/ faculty)				rigitive account of the second				
OMPO 4. EXIENSION SERVICES								
PI 1. Number of person-days trained weighted by length of training	Participants of Climate Smart Farmer Field School and	500	500	57	4	y	4	
PI 2. Number of trainings conducted		15	15	n	r,	1	5	
PI 3. Number of IEC materials/technoguides developed/used	intel traverses	2	2	7	3	7	1	See attached
PI 4. Number of beneficiaries served		and the state of t	a esteronisti test que el fest estamble de meste de meste de se estado es		4	to the state of th	and or many or many or many or many	em periore province de la figuria e qui li province de presentante de proprimento de la figuria de l
Groups		7	7	N	4	5	4	THE STATE OF THE S
Individuals		1,000	1,000	7	7	7	1	the same hard figures demands filtered synthetic better and any comment objecting to breathered
Pl 5. Number of technical / expert services	a de la composition della comp	erene es en erenentablishen en en justis ha et justis en	And the second of the second s	-		1		The second graduates of the second of the second project of the second s
Research mentoring		Anglese State of the sector of the State S	and the second s		All controls of the control of the c		and the second second second	
Peer reviewers/ Panelist	and a share in a share	e forme en entre de entre entr	and the state of t			and the same of th	an of handly is used to be read to see your	
Resource Person	And the second team of the secon	15	15	7	7	1	7	And the second section of the second
Convemor/ Organizer	and the second s	AND AND A STANDAY THAT A STANDAY OF THE AND A STANDAY OF	enter enterente una elemente unterente de constitución de la constitución de constitución de constitución de c	-				

Consultancy							
Evaluator	ый вы учента в поприятической поветской как попадайные мещецую выпод деяженией повется в повется в повется в п	The second secon	1000	and the second second second second second	a producery, one seasons	the state of the state of the state of	en e
PI 6. Number of extension project conducted	3	<u>ه</u>	9	7	7	January and a substitute of the	The second section of the second section of the second section section section sections and the section sectio
PI 7. Number of extension proposal submitted	2	2	7	7	7	7 2	
PI 8. Percent of extension proposal approved	50%	50%	7	7	7	4	Climate Change
PI 9. Amount of extension money generated from external funding	M8,	.8.M	4	4	7	5	ATI and Climate Change
PI 10. Amount of extension money generated from institutional funding	HELP 0.075M	M 0.075M	7	1	7	P	VSU Funding
PI 11. Additional outputs				-	٤	-	
Number of extension-related awards (extension conducted by faculty and		erite in general settlements an arrange in section in a particular and section	And the second s	The second secon	The state of the s	The same security and	termen may expensive the termen) or expense frequencies on the state of expenses of the expens
Side							
UMFO 5. SUPPORTING TO ORGANIZATION		per anno de foto min en la comunicación per que dus fundamentes de foto	the section of the se	and the second of the second o	and are resident of particular states	and the same of th	e en esperante e en estatuente en presenta de esperante en esperante en entre en entre en entre en entre en en
CALL MLO I. Lacally Development of Aices							
PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted	2	2	7	7	4	7	Mr. R. Troyo & Ms C. Arradaza
OVPI MFO 2. Faculty Recruitment/Hiring Services	the second secon	the first particle and the second them the second s	The second secon	the executive the equipment of the	the server of report to the server of	anti-office and fine of taxables	emolphista expeciate and an expeciation of all the first of the first
PI 1: Number of faculty recruited/hired aligned with ISO standards	many appearance of the second	_	7	4	4	R	Dr. Villocino
OVPI MFO 3. Faculty Evaluation Services		en e en			-	and the same part of the same of	The second secon
PI 1: Number of seminars/ training/ conventions/ workshops coordinated for entire		es el condete es será es el con el la comunicación configuração de se se será con		Albanian of the same of the same	e menutation of management of	and the subject and franches and any	eners described and season of settle
PI 2: Number of seminars/ training/ conventions/ workshops coordinated outside the university	-	-	7	7	4	~	Eastern Visayas Vegetable
PI 3: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated	100%	100%	man' manani yang mang mang mang mang mang panan	An Electronic Agency of a capacity of	and the second second second		
PI 4: Number of in-house/ seminars/training/ workshops/ reviews conducted/attended	ω	ω		the section of the se	Section of the sectio	THE PARTY OF THE P	Inhouse review, ACIAR Review &

т (управления доржа деления) пределения в деления	a control of property and the control of	Sees (An opposit 'y earsteading opposite op-	de No de mande.					ADJECTIVAL RATING:
		from Littley's examinations	and the second second second	to describe A sea manure for the first of the tenter of th	and the second s	en distances per private (in menor september per per per per per per per per per p	et (Per (exect) bele primer unterschreiben der untrrommen gin megen	AVERAGE RATING :
								TOTAL OVERALL RATING:
Infront of IH	~	7	V	4	-		Landscaping	PI 2: Additional outputs/ Best practices
	4	A service on the service of the serv	4	4			And the second control of the second decreases and the second control of the second cont	PI 1: Zero complaints from clients
						and the state of t	AND SALE TO THE	UMFO 6. General Administration and Support Services (GASS)
Flower and garden show and aacup	7	Yī	7	4	2	2	AACUP Chairman/	Number of activities organized/ attended/ assisted/ participated/ facilitated
	L		(ritu ya masaka kila ka ka aya isha ca	PI 4: Additional outputs
And the second s	7	7	7	7	1			PI 3: Percentage of degree program complaint with CHED
							ret siden mod Til, ar visitas un propieto de se	PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards
Annother desire a state of the	h	P	4	7		-		Pl 1: Number of degree programs which passed accreditation/evaluation at least
								OVPI MFO 4. Program and Institutional Accreditation Services
outstanding land	V,	4	4	Cp	2	2		Number of faculty/staffs awards/honors received realated to operations support
_	~	4	~	4	,		vegetables	
					Ann and and an and an and an		Locally	Income Generating Projects (IGP) handled
			- grandata				med Mille de Seu au et d'Ard de l'égal adjaire commune seu a	PI 5: Additional outputs

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Calibrated by:

REMBERTO A. PATINDOL

Chairman, PMT

Date:

BEATRIZS. BELONIAS
Vice Pres. for Instruction
Date:

Approved:

OLEGATION E. TULIN

President

Date: