

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

EQUIVALENT NUMERICAL RATING: 5

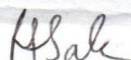
Add: Additional Points, if any:

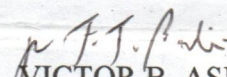
TOTAL NUMERICAL RATING: 5

ADJECTIVAL RATING: 0

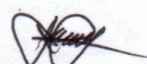
Prepared by:

Reviewed by:


ROSARIO A. SALAS
Name of Faculty


VICTOR B. ASIO
Dean, CAFS

Approved:


EDGARDO E. TULIN
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

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 with the indicated measures for the period July to December, 2016.

ROSARIO A. SALAS
Head, Department of Horticulture

VICTOR B. ASID
Dean College of Agriculture and Food Science
Date: _____

MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual Accom- plishment	Rating				Remark
					Quality	Efficiency	Timeliness	Average	
UIMFO 1. ADVANCED EDUCATION SERVICES									
OVPI MFO 1. Graduate Degree Program Management Services									
PI 1: Graduate degree program monitored			2	2					MS and PhD
PI 2: Total Graduate FTE monitored			18.08	18.08	5	5	5	5	
PI 3: Percentage increase in number of graduate students enrolled			5%	25.00%	5	5	5	5	
PI 4: Percentage increase in number of graduate students who graduated within prescribed period.			75%	75.00%	5	5	5	5	
OVPI MFO 2. Graduate Student Management Services									
PI 1: Number of graduate students awarded with scholarship/ assistantship			15	15	5	5	5	5	
PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period			50%	81%	5	5	5	5	

Consultancy									
Evaluator									
PI 6. Number of extension project conducted									
PI 7. Number of extension proposal submitted		3		3		5	5	5	5
PI 8. Percent of extension proposal approved		2		2		5	5	5	5
PI 9. Amount of extension money generated from external funding		50%		50%		5	5	5	5
PI 10. Amount of extension money generated from institutional funding		.8M		.8M		5	5	5	5
PI 11. Additional outputs	HELP	0.075M		0.075M		5	5	5	5
Number of extension-related awards (extension conducted by faculty and student)									

UMFO 5. SUPPORTING TO ORGANIZATION

OVPI MFO 1. Faculty Development Services

PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted		2		2		5	5	5	5	Mr. R. Troyo & Ms. C. Arradaza
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OVPI MFO 2. Faculty Recruitment/Hiring Services

PI 1: Number of faculty recruited/hired aligned with ISO standards		1		1		5	5	5	5	Dr. Villocino
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OVPI MFO 3. Faculty Evaluation Services

PI 1: Number of seminars/ training/ conventions/ workshops coordinated for entire the university		1		1		5	5	5	5	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%						
PI 4: Number of in-house/ seminars/training/ workshops/ reviews conducted/attended		3		3						Inhouse review, ACIAR Review & Dissemination, A.A.

PI 5: Additional outputs

Income Generating Projects (IGP) handled

Locally grown vegetables									
	1			5	5	5	5	5	1

Number of faculty/staffs awards/honors received related to operations support

2 2 5 5 5 5 5

OVPI MFO 4. Program and Institutional Accreditation Services

PI 1: Number of degree programs which passed accreditation/evaluation at least

1 1 5 5 5 5 5

PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards

PI 3: Percentage of degree program complaint with CHED

1 1 5 5 5 5 5

PI 4: Additional outputs

Number of activities organized/ attended/ assisted/ participated/ facilitated

AACUP Chairman/ Member	2	2	5	5	5	5	5	5	Flower and garden show and aacup
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UMFO 6. General Administration and Support Services (GASS)

PI 1: Zero complaints from clients

0 0 5 5 5 5 5

PI 2: Additional outputs/ Best practices

Edible Landscaping	1	1	5	5	5	5	5	Infront of IH
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TOTAL OVERALL RATING :

AVERAGE RATING :

ADJECTIVAL RATING :

TERESITA L. QUINANOLA
PRPEO
Date:

Calibrated by:
REMBERTO A. PATINDOL
Chairman, PMT
Date:

Recommending Approval:
BEATRIZ S. BELONIAS
Vice Pres. for Instruction
Date:

Approved:
EDGARDO E. TULIN
President
Date: