

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **Berta C. Ratilla (Associate Professor III)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	35%	4.9	1.72
b. Students (50%)	35%	5.0	1.75
Total for Instruction	70%		3.47
2. Research			
a. Client/Dir. for Research (50%)	20%	5.0	1.00
b. Dept. Head/Center Director (50%)			
Total for Research	20%		1.00
3. Extension			
a. Client/Dir. for Extension (50%)	5%	4.9	0.245
b. Dept Head/Center Director (50%)			
Total for Extension	5%		0.245
4. Administrative	5%	4.9	0.245
5. Production			
TOTAL	100.0%		4.96



EQUIVALENT NUMERICAL RATING: 4.96

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.96ADJECTIVAL RATING: **Outstanding**

Prepared by:

Reviewed by:


BERTA C. RATILLA
Name of Faculty
VICTOR B. ASIO
Dean, CAFS

Approved:

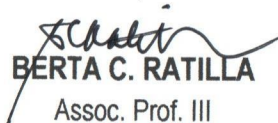

EDGARDO E. TULIN
President


Visayas State University
DEPARTMENT OF AGRONOMY

Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, BERTA C. RATILLA, Associate Professor III of the Department of Agronomy, 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 1 to June 30, 2016.


BERTA C. RATILLA
Assoc. Prof. III
Date: June 30, 2016


VICTOR B. ASIO
Dean, CAFS
Date: _____

MFO No.	MFO Description	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
						Quality	Efficiency	Timeliness	Average	
UMFO 1: Advanced Education Services										
OVPI MFO 1. Graduate Degree Program Management Services										
	PI 1: Number of graduate degree specializations offered and monitored	Number of graduate degree specializations monitored	2	2	5	5	4.8	4.93		
	PI 2: Total FTE monitored	Total FTE	0.5	1.12	5	5	5	5.00		
	PI 3: Percentage increase in number of graduate students enrolled	Monitored graduate students enrolled in the university						0.00		
	PI 4: Percentage increase in number of students who graduated within prescribed period	Recommended graduate students for graduation	1	2	5	5	5	5.00		
OVPI MFO 2. Graduate Student Management Services										
	PI 1: Number of graduate students awarded with scholarship/ assistantship	Monitored graduate students awarded with scholarship/assistantship						0.00		

	PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period	Monitored graduate students awarded with scholarship/ assistantship who graduated within prescribed period						0.00	
	PI 3: Number of graduate students awarded with honors/distinction	Recommended for approval graduate students awarded with honors/distinction	1	1	5	5	5	5.00	
UMFO 2. Higher Education Services									
OVPI MFO 1. Curriculum Program Management Services									
	PI 1: Total FTE monitored	Total FTE	4	7.45	5	5	5	5.00	
	PI 2: Number of new undergraduate curricular program compliant to CMO, approved and offered	Reviewed and indorsed for approval in the appropriate body						0.00	
	PI 3: Number of existing curriculum proposal subjected to evaluation and compliant to CMO	Reviewed and indorsed for approval in the appropriate body						0.00	
	PI 4: Percentage increase in number of undergraduate students enrolled	Reviewed and approved the offering of unscheduled subjects						0.00	
	PI 5: Number of undergraduate students who graduated with latin honor	Evaluated credentials of graduating students with latin honors with the Honors and Awards						0.00	
	PI 6: Percentage passing of students in licensure board examination	Gave due recognition to placers of the PRC Licensure Board Examinations						0.00	
	PI 7: Number of undergraduate students who graduated within prescribed period	Recommended undergraduate students for graduation	1	1	5	5	5	5.00	
OVPI MFO 2. Student Management Services									
	PI 1: Percentage increase of students enrolled in different degree programs	Monitored number of students enrolled in different degree programs						0.00	
	PI 2: Number of students awarded with scholarship/fellowship/grants /assistantships	Attended and recognized students awarded with scholarships/grants						0.00	
	PI 3: Number of graduates gainfully employed in jobs related to their undergraduate programs	Monitored number of graduates gainfully employed in jobs related to their undergraduate						0.00	
	PI 4: Number of students availing of dormitory facilities	Monitored number of students availing of						0.00	
	PI 5: Number of undergraduate students awarded with honors/distinction	Indorsed certificates of recognition to be given to undergraduate students awarded with honors/distinction						0.00	
UMFO 3. Research Services									
	PI 1. Number of published papers in internationally indexed journals							0.00	
	<i>In refereed int'l journals</i>		1	1	5	5	4.8	4.93	
	<i>In refereed nat'l journals</i>							0.00	
	<i>In institutional journals</i>							0.00	

	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences							0.00	
	<i>In int'l fora/conferences</i>							0.00	
	<i>In nat'l fora/conferences</i>	Research on organic validation	1	1	5	5	5	5.00	
	<i>In reg'l fora/conferences</i>							0.00	
	<i>In institutional fora/conferences</i>	Research on PHERNet proj	1	1	5	5	5	5.00	
	PI 3. Number of research projects conducted and/or completed on schedule	Research on organic validation & PHERNet proj	1	2	5	5	4.8	4.93	
	PI 4. Number of research proposals submitted							0.00	
	PI 5. Percent of research proposals approved							0.00	
	PI 6. Amount of research money generated from external funding (Thousand PHP)							0.00	
	PI 7. Amount of research money generated from institutional funding (Thousand PHP)							0.00	
	PI 8. Additional outputs							0.00	
	No. of research-related awards (research conducted by faculty or student w/ faculty)							0.00	
UMFO 4. Extension Services									
	PI 1. Number of person-days trained weighted by length of training							0.00	
	PI 2. Number of IEC materials/technoguides developed/used							0.00	
	PI 3. Number of beneficiaries served							0.00	
	<i>Groups</i>	HAMACO cooperative	1	1	5	4.8	4.8	4.87	
	<i>Individuals</i>							0.00	
	PI 4. Number of extension projects conducted and/or completed on schedule	CAFS -BIDANI project	1	1	5	4.8	4.8	4.87	
	PI 5. Number of extension proposals submitted							0.00	
	PI 6. Percent of extension proposals approved							0.00	
	PI 7. Amount of extension money generated from external funding (Thousand PHP)							0.00	
	PI 8. Amount of extension money generated from institutional funding (Thousand PHP)							0.00	
	PI 9. Additional outputs							0.00	
	No. of extension-related awards (extn. conducted by faculty or student & faculty)							0.00	

UMFO 6. General Administration and Support Services (GASS)**OVPI MFO 1. Administrative and Facilitative Services**

	PI 1: Number of colleges, departments & support units supervised, monitored & coordinated	Recommended faculty for advance study						0.00	
	PI 2: Number of management meetings coordinated	Attended college and university committee meetings	3	4	4.8	4.8	5	4.87	
	PI 3: Number of personnel policies reviewed and endorsed to UADCO & approved by BOR							0.00	
	PI 4: Number of academic related policies reviewed and endorsed to UADCO & approved by BOR	Reviewed and evaluated faculty recruited/hired using ISO standards						0.00	
	PI 5: Number of frontline academic services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously	Monitored frontline academic services and ensured to be customer friendly and efficient						0.00	
	PI 6: Percentage of new faculty recruited/hired using procedures aligned with ISO standards	Recommended for approval to the University President						0.00	
	PI 7: Percentage of newly hired faculty oriented with university policies and procedures	Coordinated orientation for newly-hired faculty members						0.00	
	PI 8: Percentage of faculty evaluated by their students	Coordinated and monitored faculty evaluation						0.00	
	PI 8: Percentage implementation of SPMS & PBB	Reviewed/Calibrated OPCR/IPCR of the						0.00	
OVPI MFO 2. Frontline Services									
	PI 1. Efficient and customer-frienly frontline service	Zero percent complaint from clients served						0.00	
	Best practices/new initiatives								
Total Over-all Rating					64.80	64.40	63.80	64.33	
Average Rating					4.98	4.95	4.91	4.95	
Adjectival Rating									Outstanding

Received by:


DANIEL M. TUDTUD, JR., Ph.D.

Planning Officer

Date: _____

Calibrated by:


REMBERTO A. PATINDOL, Ph.D.

Chairman, PMT

Date: _____

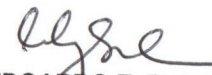
Recommending Approval:


BEATRIZ S. BELONIAS, Ph.D.

Vice Pres. for Instruction

Date: _____

Approved:


EDGARDO E. TULIN, Ph.D.

President

Date: _____