

**Exhibit K****SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**Name of Faculty Member: **KENNETH ORAIZ**Period: **June to December 2019**

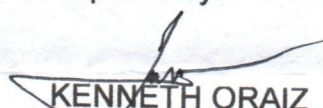
Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	40%	5.00	2.000
b. Students (50%)	40%	5.00	2.000
Total for Instruction	80%		4.00
2. Extension/Production			
a. Client/Dir. for Extension (50%)	10%	4.75	0.475
b. Dept Head/Center Director (50%)	10%	4.75	0.475
Total for Extension	20%		0.950
TOTAL			4.950

EQUIVALENT NUMERICAL RATING: **4.95**



Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.95**ADJECTIVAL RATING: **OUTSTANDING**


Prepared by:

  
**KENNETH ORAIZ**  
Name of Faculty

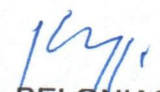
Reviewed by:

  
**SUZETTE B. LINA**   
Head, Department of Soil Science

Recommended Approval:

  
**VICTOR B. ASIO**  
Dean, College of Agriculture and Food Science

Approved:

  
**BEATRIZ S. BELONIAS**  
Vice President, Instruction

Visayas State University  
College of Agriculture and Food Science

**DEPARTMENT OF SOIL SCIENCE**


Visca, Baybay City, Leyte

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

I, KENNETH ORAIZ, Instructor I 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 31, 2019 to December 31, 2019.

  
KENNETH ORAIZ, MSc.  
Ratee

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

Approved:   
**SUZETTE B. LINA, Ph.D.**  
Head of Unit

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

MFO No.	MFO Descrip-tion	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Details of Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 2 Higher Education Services										
Undergraduate Degree Program Management Services										
		PI 1. Number of FTE	Teach: SS24 (Lab), SS111 (Lab), Earth Science (Lec and Lab, SS110 (Lab), SS112 Lec & Lab	15.00	21	4	5	5	4.7	
Undergraduate Student Management Services										
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser and SRC member	0	1	5	5	5	5	



		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and SRC member	0	0					
		<b>Student advising and consultation services</b>								
		PI 5. Number of academic advisees	Advised students on what subjects to take and approve COR	5	22	5	5	5	5	
		PI 6. Number of student-related activities assisted	Approved and monitored student activities as Adviser of CAFS and Ambassadors for Christ	1	2	5	5	5	5	
		PI 8. Number of student awards/honors received	Monitored/guide academic/thesis advisees	0	0					
<b>MFO3. Faculty Evaluation Services</b>		PI 1. Teaching Performance	All subjects handles	VS	0	5	5	5	5	
<b>MFO 4 Research Services</b>										
		PI 1. Number of article prepared for publication								
		<i>In refereed int'l journals</i>	Research output from my Dissertation	0	1	5	5	5	5.0	
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
		<i>International conferences</i>								
		PI 3. Number of research projects conducted and/or completed on schedule		0	2	5	5	5	5.0	
		PI . Amount of research money generated from external funding (Thousand PHP)		0	0					
		PI 7. Number of trainings/workshops attended		2	2	5	5	5	5.0	

<b>MFO 5 Extension</b>											
		PI 5. Number of Scientific Papers reviewed		0	0						
<b>MFO 7 General Admin and Support Services</b>											
		PI 7. Number of College/University meetings attended		0	2	5	5	5	5.0		
		PI 8. Number of committee membership	Department-based Comm.	1	0						
		PI 10. Zero percent complaint from clients served	None	0% complain	0						
		Additional Outputs									
Total Over-all Rating				44.7							
Average Rating				4.963		0.000					
Adjectival Rating											

1 – quality  
2 – Efficiency  
3 – Timeliness  
4 - Average

**Comments & Recommendations for Development Purpose:**  
*He showed outstanding performance in instruction & research responsibilities. Write more articles for ISI indexed journal.*

Evaluated and Rated by:

*SLL*

**SUZETTE B. LINA**  
Head, Department of Soil Sci  
Date: \_\_\_\_\_

Recommending Approval:

*VBS*

**VICTOR B. ASIO**  
Dean, College of Agriculture and Food Science  
Date: \_\_\_\_\_

Approved by::

*BSB*  
**BEATRIZ S. BELONIAS**  
Vice President, Instruction  
Date: \_\_\_\_\_

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: KENNETH ORAIZ

Performance Rating: OUTSTANDING

Aim: To sustain outstanding performance of the department

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: June 2019

Target Date: December 2019

First Step:

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Revise/update Instructional Materials

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Attend national and international scientific forum

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Publish scientific paper in international refereed journals

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Result:

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Published articles in refereed journal

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Prepared course syllabi for new courses handled

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Date: June 2019

Target Date: December 2019

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Next Step:

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Write scientific proposals for future research

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Collaborate other institutions for research and extension projects

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Outcome: Submit scientific proposals to other institutions for possible collaboration.

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Final Step/Recommendation:

If proposal is approved and budget is ready, then implementation will follow.


Prepared by:



SUZETTE B. LINA

Unit Head

Conforme:

KENNETH ORAIZ  
DSS Faculty