

Exhibit K**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **Victor B. Asio (Professor VI)**
Period: July to December, 2017

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Dean (50%)	12.5%	5.00 x 0.125	0.625
b. Students (50%)	12.5%	5.00 x 0.125	0.625
Total for Instruction	25%		1.250
2. Research			
a. Client/Dir. for Research (50%)	12.5%	5.00 x 0.125	0.625
b. Dept. Head/Dean (50%)	12.5%	5.00 x 0.125	0.625
Total for Research	25%		1.250
3. Extension			
a. Client/Dir. for Extension (50%)	5%	5.00	0.250
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	45%	4.987	2.244
5. Production			
TOTAL			4.994

EQUIVALENT NUMERICAL RATING: **4.994**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.994**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

Reviewed by:



VICTOR B. ASIO

Name of Faculty/Dept. Head



BEATRIZ S. BELONIAS

VP for Instruction

Approved:



EDGARDO E. TULIN

President

Visayas State University
 College of Agriculture and Food Science
DEPARTEMENT OF SOIL SCIENCE
 Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, VICTOR B. ASIO, Professor VI of the Department of Soil Science, and Dean of the College of Agriculture commits to deliver and agree to be rated on the attainment of the following target in accordance with the indicated measures for the period July 1 to December 31, 2017. (Accomplishment)


VICTOR B. ASIO, Ph.D.
 Ratee

Approved: 
BEATRIZ S. BELONIAS, Ph.D.
 VP for Instruction
 Date:

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment Details of Accomplishment	Rating			Remark
						Quality	Efficiency	Timeliness	
MFO 1: Advanced Higher Education Services									
Graduate Degree Program Management Services									
		PI 1. Number of FTE	Total FTE ; Trec 207 Lec and Lab (4 students); SS 212 (Lec&Lab-9);SS118 (Lec&Lab-11); SS 199C (11 students)	7.5	11.42	5.0	5.0	5.0	
		PI 2. Number of graduate students enrolled (advisees)	Monitored graduate students under my advisorship	4	7	5.0	5.0	5.0	Oraiz,Anonuevo,Pedrosa, Aribado, Atup,Cumad, Cascante
		PI 3. Number of undergraduate programs of the college monitored	BSA, BSFT, BAS,BSDC,BSDE	5	7	5.0	5.0	5.0	MS-Soil Science & MS Agron
		PI.4 Percentage increase in number of graduate students who graduated within prescribed period	Recommended graduate students for graduation	1	1	5.0	5.0	5.0	Cascante

Graduate Student Management Services										
	PI1. Number of Graduate thesis outline approved	Read and approved thesis outline	1	6	5.0	5.0	5.0	5.0	5.0	Oraiz,Anonuevo,Pedrosa, Aribado, Atup,Cumad
	PI2. Number of Graduate manuscripts approved	Read, provide suggestions for improvement and approved graduate manuscript	1	1	5.0	5.0	5.0	5.0	5.0	Cascante
	PI3: Number of graduate students awarded with scholarship/ assistantship (Advisees and GAC)	Monitored graduate students awarded with scholarship	2	7	5.0	5.0	5.0	5.0	5.0	Oraiz,Anonuevo,Pedrosa, Aribado, Atup,Cumad, Cascante
	PI4: Percentage of graduate students awarded with scholarship/assistantship who graduated within prescribed period	Monitored and recommended graduate students awarded with scholarship for graduation	1	1	5.0	5.0	5.0	5.0	5.0	Cascante
	PI5. Number of graduate students gainfully employed in jobs related to their graduate program	Disseminated information on job availability to the young graduates and some were recommended to jobs related to their trainings	0	1	5.0	5.0	5.0	5.0	5.0	Cascante
MFO 2 Higher Education Services										
Under Graduate Degree Program Management Services										
	PI 1. Number of FTE	Taught Envi.Mgt Course 114	0.00	12.35	5.0	5.0	5.0	5.0	5.0	
	PI 2. Number of degree programs compliant to CMO supervised and monitored	Supervised and monitored BSA, BSDevCom, BSFT programs compliant to CMO	1	3	5.0	5.0	5.0	5.0	5.0	
	PI.3 Percentage increase in number of students who graduated within prescribed period	Recommended undergraduate students for graduation	2	2	5.0	5.0	5.0	5.0	5.0	

Undergraduate Student Management Services										
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser, SRC member	2	7	5.0	5.0	5.0	5.0	Abrematea, Amper, Belmores, Cabantoc, Eñeraz, Mahipos, Rojas
		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and dept. head	3	3	5.0	5.0	5.0	5.0	
		Student advising and consultation services								
		PI 3. Number of academic advisees	Advise students on what subjects to take and approve COR	8	15	5.0	5.0	5.0	5.0	1st yr to 4th yr
		PI 4. Number of student-related activities assisted	Approve and monitor student activities as adviser and Dean	5	10	5.0	5.0	5.0	5.0	CAFS SSC activities, & overtime work during the conduct of students' thesis
		PI 5. Number of instructional materials developed/revised								
		Revised Lab. Manual (SS 22 and Envi 114)	Review the revised lab manual in SS 22/Summer practicum as Professor, Dean and contributor	1	3	5.0	5.0	5.0	5.0	SS 22, SS 110 and Envi 114, SS 110
		PI 6. Additional outputs								
MFO3. Faculty Evaluation Services		PI 1. Teaching Performance	All subjects handles	VS	Outstanding	5.0	5.0	5.0	5.0	All subjects
MFO 4 Research Services										
		PI 1. Number of published papers in internationally indexed journals								

		<i>In refereed int'l journals</i>			2		5.0	5.0	5.0	5.0	
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences									
		<i>In nat'l fora/conferences/Seminars</i>		PPSST, ACIAR Soil Project Meeting; Farmers' Training, RDE Inhouse Review	1	3	5.0	5.0	5.0	5.0	
		PI 3. Number of research projects conducted and/or completed on schedule		Soil ACIAR Project, Cocoboards, Limestone	1	3	5.0	5.0	5.0	5.0	
		PI 4. Number of research proposals prepared		Proposal Submitted CHED	0	1	5.0	5.0	5.0	5.0	CHED-NAFES
		PI 5. Amount of research money generated from external funding (Thousand PHP)		ACIAR Soil Project Meeting	0	ACIAR-8M; COCO-500K; DOST-9.5M	5.0	5.0	5.0	5.0	
		PI 6. Amount of research money generated from institutional funding (Thousand PHP)		VSU (Tracer Study)	0	250K - Limestone project	5.0	5.0	5.0	5.0	
		PI 7. Number of trainings/workshops attended		International training workshop in Australia, Organic Agriculture, DOST Scientific Conference	2	2	5.0	5.0	5.0	5.0	
		PI 8. Additional outputs									senior author and co-author
		No. of research-related awards (research conducted by faculty or student w/ faculty)		Publication award	1	2	5.0	5.0	5.0	5.0	
		PI 9. Number of articles reviewed and edited		Editor-in- Chief of ATR	12	35	5.0	5.0	5.0	5.0	Editor - ATR
		PI 10. Number of linkages forged									
		International		Erasmus Mundus Program; Australian Center of International Agricultural Research; SWISS Foundation	1	3	5.0	5.0	5.0	5.0	
		National		Department of Science and Technology	0	1	5.0	5.0	5.0	5.0	
		Regional/Institutional/Local		VSU	0	1	5.0	5.0	5.0	5.0	

MFO 5 Extension										
	PI 1. Number of Training Conducted	Soil Fertility Assessment	0	1	5.0	5.0	5.0	5.0	5.0	
	PI 2. Number of scientific events served as technical expert	RDE Panelist; reviewer	2	3	5.0	5.0	5.0	5.0	5.0	
	PI 2.1. RDE Reviewer/Panelist	RDE Inhouse review	2	3	5.0	5.0	5.0	5.0	5.0	CAFS, CFES, DOE, PHILidar
	PI 2.2. Resource Person	Scientific Writing Workshop	2	4	5.0	5.0	5.0	5.0	5.0	
	PI 2.3. Editor in International Journal	International Journal of Ecology and Development and International Soil Conservation Journal	1	2	5.0	5.0	5.0	5.0	5.0	
MFO 6 Support to Operations										
Faculty Development Services										
	PI 1. Number of faculty pursuing advanced research degree programs (PhD.) facilitated, monitored & assisted under the College	Recommended Faculty of different departments under the college in pursuing graduate studies	4	14	5.0	5.0	5.0	5.0	5.0	
MFO 7 General Admin and Support Services										
	PI 1. Number of departments and/or service units supervised and monitored	DSS, DA, DAS, DOH, DPM, DFST, DPBG, DDC, DCDE, ATR, CAFS, DOST	8	12	5.0	5.0	5.0	5.0	5.0	
	PI 2. Number of documents attended and served	DTR, CSR, PRs, Job requests, letter requests, IPCR,OPCR,PPMP, Faculty workload	20	150	5.0	5.0	5.0	5.0	5.0	
	PI 3. Number of CAFS-EXECOM meetings conducted	Meeting with department heads	3	3	5.0	5.0	5.0	5.0	5.0	
	PI 4. Number of EXECOM meetings attended	Regular and emergency meeting	2	2	5.0	5.0	5.0	5.0	5.0	
	PI 5. Number of College/University meetings attended	UADCO, Accreditation, QAC, meeting at OP	2	10	5.0	5.0	5.0	5.0	5.0	
	PI 6. Number of committee membership	UADCO, UAC, APB, AACCU-University, PBB, Strat Paln	2	8	5.0	5.0	5.0	5.0	5.0	

	PI 7. Number of office and laboratory equipment requested and acquired through the project	laboratory materials and etc	3	4	5.0	5.0	5.0	5.0	5.0	5.0	5.0	ATR Articles
	PI 8. Editor in Chier of Univ. Journal	Reviewed and edited articles; facilitated in assigning reviewers, printing and reproduction of Journal	10	40	5.0	5.0	5.0	5.0	5.0	5.0	5.0	
	PI 9. Coordinator of scholarship programs	EXPERTS and AREAS of Erasmus Mundus) and DOST ASTHRDP scholarship; Monitoring of scholars; coordinate with EU partners; prepared and submitted proposal	1	3	5.0	5.0	5.0	5.0	5.0	5.0	5.0	
	PI 10. Number of scholars monitored under DOST and Erasmus:Mundus	Monitor scholars in terms of their academic performance and thesis	15	58	5.0	5.0	5.0	5.0	5.0	5.0	5.0	
	PI 11. Zero percent complaint from clients served	None	0 % complain t	0 % complaint								
Total Over-all Rating			230.000									
Average Rating			5.000									
Adjectival Rating												

Average Rating (Total Over-all rating divided by 4)	230
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	5.000
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development Purpose:

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

Approved:

EDGARDO E. TULIN, Ph.D.

President

Date

Recommending Approval:

BEATRIZ S. BELONIAS, Ph.D.

VP for Instruction

Date:

Calibrated by:

DANIEL M. TUDTUD

VP , RGEA

Date: