Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

Pastor P. Garcia

ts 10 4.50 tts 10 4.50 L for 20 4.50 tion 60 4.50 tion 5 5.00 ttion 15 4.75	Program Involvement (1) 6. Instruction	Percentage Weight of Involvement (2)	Numerical Rating (Averages from IPCR) (3)	Equivalent Numerical Rating (2x3)
tts 10 10 4.75 tion 60 4.75	c. Head/Dean (50%)	οj	4.50	0.45
L for 20 tion 60 .4.50 5 5.00 ation 15 4.75	Students (50%)	10	146.5	
60 .4.50 5 5.00 ation 15 4.75	TOTAL for Instruction	20		0.45
stion 15 5.00 4.75	7. Research	09	.4.50	2.700
tion 15 4.75	8. Extension	5	5.00	0.250
100	Administration	15	4.75	0.712
100	ction			
	TOTAL	. 100		4.112

EQUIVALENT NUMERICAL RATING: Add: Additional Points, if any: TOTAL NUMERICAL RATING: FINAL NUMERICAL RATING

ADJECTIVAL RATING:

Prepared by

西方面 Author Herman Name of Faculty

Very satisfactory

4.112

4.112

4.112

Reviewed by:

Department Head

Approved:

President

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, PASTOR P. GARCIA, Assoc. Prof. II of the Ecological Farm and Resource Management Institute (Eco-FARMI), Visayas State University and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July 2016 to December 2016.

PASTOR P. GARCIA Ratee Approved: ROME B. ARMECIN

OIC/Unit Head

Ma. AURORA TW. TABADA

Head, ISRDS

					<i>I</i>	Accomplishment		R	ating		
MFO No.	MFO Description	Success/ Performance Indicators	Task Assigned	Target	Actual	Details of accomplishment	Q ¹	E ²	T ³	A ⁴	Remarks
MFO 1	Advanced Education Services	PI 1: Total FTE monitored									
		PI 2: Number of graduate students advised									
MFO 2	Higher Education Services	PI 1. Number of FTE coordinated and implemented	Conduct lectures/laboratory classes, prepare exams, check papers, compute grades, submits UR office	4	0		-	Management	-		Envi 121 Class was assigned to Mr Mr. Jimmy Pogosa
		PI 2. Number of students advised	Acts as adviser to undergraduate students and conducts consultation of students		1	1 MLAM student	41	43	41	45	Engr. Julius Monge
	-	PI 3. No. of student organizations Advised/Assisted	Acts as adviser to students organization(s)								
		PI 4. Number of instructional materials developed									
		PI 5. Additional outputs				,					

		New York									
MFO 3	Research Services	PI 1: Number of published papers in internationally indexed journal (institutional)	Develops and submits publications in refereed/ indexed journals	1	5	Draft technical paper	5	I	5	177	Ready for submission
		PI 2: Number of research outputs presented in regional/national/int'l fora/conferences	Develops and presents research output to scientific fora/conferences	1	1	Presented 1 paper during Tri-University join seminar and symposium in Indonesia		4	4	400	
		PI 3. Number of research projects conducted and/or completed on schedule	Conducts/implements research project/studies								
		PI 4: Number of research proposals submitted	Develops and submits research proposals for funding								
		PI 5. Percent of research proposals approved									
		PI 6: Amount of research money generated from external funding									
		PI 7: Amount of research money generated from institutional funding	Generae research projects from VSU funding								
		PI 8. Additional outputs									
MFO 4	Extension Services	Pl 1. Number of person-days trained weighted by length of training	Acts as resource person								
		PI 2. Number of IEC materials/ technoguides developed/ used									

Conducts/implements extension projects/ components

PI 3. Number of beneficiaries served

PI 4. Number of Extension projects conducted and/or completed on schedule

		-
		-
		and a

		PI 5 Number of extension proposal submitted	Develops and submits extension projects for funding	1	2	Jointly prepared proposal for technical assistance to TUKOD project and technical assistance to KAISAHAN, Inc	7	J	5	1	Together with Dr Armecin and Dr Gabunada; Together with Prof Saz
		PI 6: Percent of extension									
		PI7: Amount of extension money generated from institutional funding	Generate extension projects from VSU funding								,
		PI 8: Additional outputs									
		Number of extension-related awards									
		New linkage established		1	2	CECI-CONCERN & KAISAHAN, INC	5	7	1	5	With Dr Armecin and Dr Gabunada; together with Prof Saz
MFO 5	Support to operations	PI 1. Number of university seminars/trainings/ conventions		9							
		PI 2. Number of in-house seminars/trainings coordinated									
		PI 3. Amount of income generated from activity									
		PI 4: Additional outputs Number of literatures contributed to Ecological Farming System (EFS) Database	Search literatures for the EFS Database	10	15	Organic farming-related literatures	T	7	7	1	
					VANABA (1881)						
MFO 6	General Admin & Support Services	PI 1: Number of staff supervised and monitored	Excercises overall supervision of Eco-FARMI staff and acts as Director	15	20	Lidar 2 project staff	J	1	7	1	
		PI 2: No. of mgt meetings conducted	Presides/chairs over insstitute's meeting	6	6	Monthly meeting of Lidar 2 project	4	4	4	4.	
		PI 3: No. of letters/memos issued	Issuance of letter requests/memos, etc.								

		submitted	Prepares and/or reviews and submits reports, data and other info. Requested buy VSU and other agencies	3	6	Reports required/ requested by PCIEERD and UPD, respectively	7	1	1	J.	9.50
		PI 5: No. of documents reviewed/signed	Reviews/signs admin, docs, vouchers, travels, CSR's/DTR's. requisition, etc.								
		PI 6: Amount of Funds generated outside VSU PI 7: No.of IGP/STF's supervised									
		PI 8: No. of reports/docs	IGP/STF projects Review IGP documents/ papers								
		PI 9: Additional outputs									
Total Over-all Rating	Ave. Rating (Total Over-all rating divided by 4)				-						
	Additional Points: Punctuality	-									
	Approved Additional points (with copy of approval)	-					-				4561
	FINAL RATING ADJECTIVAL RATING						F				Outho

Received by:	Calibrated by	Recommending Approval:	/	Approved by:
a fundament	- Company of the Comp	Address and Processing Assessment Conference on the Conference on	OB abus	high
TERESITA L. QUINANOLA	REMBERTO P. PATINDOL		OTHELLO B CAPUNO	EDGARDO E. TULIN
Planning Office	PMT		Vice President	President
Date:	Date:		Date:	Date: