

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: RUTH O. ESCASINAS (Professor III)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	35	4.93	1.73
b. Students	35	4.33	1.52
Total for Instruction	70		3.24
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	20	4.98	1.00
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	10	4.90	0.49
4. Administration	-		
5. Production	-		
TOTAL	100		4.73

EQUIVALENT NUMERICAL RATING: 4.73


Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.73

ADJECTIVAL RATING: OUTSTANDING


Prepared by:

Reviewed by:

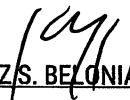

RUTH O. ESCASINAS
Name of Faculty


BERTA C. RATILLA
Department Head

Recommending Approval:


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

Approved by:


BEATRIZ S. BELONIAS
Vice President, Instruction

STATE OF NEW YORK
OFFICE OF THE COMPTROLLER

REPORT OF THE

COMPTROLLER OF THE STATE OF NEW YORK
FOR THE YEAR 1911

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STATE OF NEW YORK

STATE

STATE OF NEW YORK

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STATE

STATE	STATE	STATE	STATE
1. Production			
2. Consumption			
3. Total for Production	10	100	100
4. Total for Consumption			
5. Total for Production	10	100	100
6. Total for Consumption			
7. Total for Production	10	100	100
8. Total for Consumption			
9. Total for Production	10	100	100
10. Total for Consumption			
11. Total for Production	10	100	100
12. Total for Consumption			
13. Total for Production	10	100	100
14. Total for Consumption			
15. Total for Production	10	100	100
16. Total for Consumption			
17. Total for Production	10	100	100
18. Total for Consumption			
19. Total for Production	10	100	100
20. Total for Consumption			
(1)	(2)	(3)	(4)
Production	Consumption	Production	Consumption

STATE OF NEW YORK

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STATE OF NEW YORK
OFFICE OF THE COMPTROLLER

STATE OF NEW YORK

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

Ruth O. Escasinas
RUTH O. ESCASINAS
 Professor III
 Date: _____

Berta C. Ratilla
BERTA C. RATILLA
 Head, Dept. of Agronomy
 Date: _____

MFO No.	MFO Description	Success Indicator (SI)	%	Task Assigned	Target	Actual Accomplishment	Rating				Remark	
							Quality	Efficiency	Timeliness	Average		
UMFO 1. Advanced Education Services						20%						
OVPI MFO 1. Graduate Degree Program Management Services												
0 = 3	1 = 4.8	>2 = 5.0	PI 1: Number of graduate degree specializations offered and monitored	1.00%	Number of graduate degree specializations monitored	1	1	4.8	4.8	4.8	4.80	
1.5 - 2.0 = 4.8			PI 2: Total FTE monitored	1.00%	Total FTE	3	5.55	5	5	5	5.00	
			PI 4: Percentage increase in number of students who graduated within prescribed period	1.00%	Recommended graduate students for graduation	1	2	5	5	5	5.00	
			PI 5: Total students graduated		Monitored, corrected manuscript and evaluated students in comprehensive exams	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	1	2	5	5	5	5.00	
			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	1	2	5	5	5	5.00	
			PI 3: Number of graduate students awarded with honors/distinction		Recommended for approval graduate students awarded with honors/distinction	0	1	5	5	5	5.00	
UMFO 2. Higher Education Services												

INDIVIDUAL PERSONAL COMMITMENT & REVIEW (PROF)

I, RUTH A. ESCOBAR, Professor III of the Department of Agronomy, commit to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the year January to June 2018.

WILSON ESCOBAR
Professor III
Date: _____
Head, Dept. of Agronomy
Date: _____
RUTH A. ESCOBAR

MFO No.	MFO Description	Success Indicator (SI)	%	Target Assigned	Actual	Rating	Comments	Remarks
UNIT 1: Advanced Education Services								
CMT 1.1: Graduate Student Management Services								
1.1.1	Number of graduate degree registrations	SI 1: Number of graduate degree registrations	100%	100%	100%	4.8	Number of graduate degree registrations	4.8
1.1.2	Number of graduate degree registrations	SI 2: Number of graduate degree registrations	100%	100%	100%	4.8	Number of graduate degree registrations	4.8
1.1.3	Number of graduate degree registrations	SI 3: Number of graduate degree registrations	100%	100%	100%	4.8	Number of graduate degree registrations	4.8
1.1.4	Number of graduate degree registrations	SI 4: Number of graduate degree registrations	100%	100%	100%	4.8	Number of graduate degree registrations	4.8
1.1.5	Number of graduate degree registrations	SI 5: Number of graduate degree registrations	100%	100%	100%	4.8	Number of graduate degree registrations	4.8
UNIT 2: Graduate Student Management Services								
2.1.1	Number of graduate students awarded with	SI 1: Number of graduate students awarded with	100%	100%	100%	4.8	Number of graduate students awarded with	4.8
2.1.2	Number of graduate students awarded with	SI 2: Number of graduate students awarded with	100%	100%	100%	4.8	Number of graduate students awarded with	4.8
2.1.3	Number of graduate students awarded with	SI 3: Number of graduate students awarded with	100%	100%	100%	4.8	Number of graduate students awarded with	4.8
2.1.4	Number of graduate students awarded with	SI 4: Number of graduate students awarded with	100%	100%	100%	4.8	Number of graduate students awarded with	4.8
2.1.5	Number of graduate students awarded with	SI 5: Number of graduate students awarded with	100%	100%	100%	4.8	Number of graduate students awarded with	4.8

OVPI MFO 1. Curriculum Program Management Services									
	PI 1: Total FTE monitored		Total FTE	9	13.2	5.00	5.00	5.00	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	1	1	5	5	5	5.00
			Recommended candidates for latin honors to the appropriate body	1	1	5	5	5	5.00
OVPI MFO 2. Student Management Services									
	PI 2: Number of students awarded with scholarship/fellowship/grants /assistantships		Attended and recognized students awarded with scholarships/grants	1	1	5	5	5	5.00
	PI 5: Number of undergraduate students awarded with honors/distinction		Indorsed certificates of recognition to be given to undergraduate students awarded with honors/distinction	1	2	5	5	5	5.00
UMFO 3. Research Services									
	<i>In int'l fora/conferences</i>			0	1	5	5	5	5.00
	<i>In nat'l fora/conferences</i>			0	1	5	5	5	5.00
	<i>In reg'l fora/conferences</i>								
	<i>In institutional fora/conferences</i>			1	1	5	5	5	5.00
	PI 3. Number of research projects conducted and/or completed on schedule		Conducted research on Minimum tillage and NCT for Hybrid rice	1	2	5	5	5	5.00
	PI 6. Amount of research money generated from external funding (Thousand PHP)		Minimum	200,000	222,899	5	5	5	5.00
	PI 7. Amount of research money generated from institutional funding (Thousand PHP)		NCT-HR	87,000	200,000	5	5	5	5.00
UMFO 4. Extension Services									
	PI 1. Number of person-days trained weighted by length of training			20	60	5	5	5	5.00
UMFO 5. Support to Operations (STO)									
OVPI MFO 1. Faculty Development Services									
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted		Recommended faculty for advanced study (as Dept. APC member)	1	1	4.8	4.8	4.8	4.80
OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 1: Number of faculty recruited/hired aligned with ISO standards		Recommended faculty for recruitment/hiring aligned with ISO standards (as Dept. APC member)	1	1	4.8	4.8	4.8	4.80
OVPI MFO 3. Faculty Evaluation Services									
OVPI MFO 4. Admission & Registration Services									
OVPI MFO 5. Guidance and Counselling & Support to Students Services									
	PI 2: Number of students who have availed of guidance and counselling services		Academic adviseed guided and adviced as organization adviser	10	15	5	5	5	5.00

Project Description		Location	Start Date	End Date	Duration (Days)	Cost (USD)	Benefit (USD)
1. Construction of a new school building in the village of...		Village of...	2023-01-01	2023-03-31	90	150,000	300,000
2. Distribution of agricultural equipment to farmers in the district of...		District of...	2023-02-01	2023-02-28	28	50,000	100,000
3. Implementation of a water supply system in the town of...		Town of...	2023-03-01	2023-06-30	120	200,000	400,000
4. Construction of a health center in the village of...		Village of...	2023-04-01	2023-07-31	120	180,000	360,000
5. Distribution of educational materials to schools in the district of...		District of...	2023-05-01	2023-05-31	31	30,000	60,000
6. Construction of a road in the village of...		Village of...	2023-06-01	2023-09-30	120	120,000	240,000
7. Implementation of a community development program in the town of...		Town of...	2023-07-01	2023-12-31	180	250,000	500,000
8. Construction of a market in the village of...		Village of...	2023-08-01	2023-11-30	120	100,000	200,000
9. Distribution of medical supplies to health centers in the district of...		District of...	2023-09-01	2023-09-30	30	20,000	40,000
10. Construction of a library in the village of...		Village of...	2023-10-01	2023-12-31	90	80,000	160,000
11. Implementation of a vocational training program in the town of...		Town of...	2023-11-01	2024-02-28	120	150,000	300,000
12. Construction of a sports ground in the village of...		Village of...	2023-12-01	2024-03-31	120	100,000	200,000

OVPI MFO 6. Library Services									
OVPI MFO 7. Distance Education Services									
	PI 1: Number of distance education curricular programs implemented		Coordinated/Monitored distance curricular programs implemented (as Chairman of the Dept. Graduate Admission Comm.)	1	1	4.8	4.8	4.8	4.80
	PI 2: Percentage increase in the number of extramural students enrolled		Monitored number of extramural students enrolled (as Chairman of the Dept. Graduate admission Comm.)	5	25	5	5	5	5.00
OVPI MFO 8. Program and Institutional Accreditation Services									
OVPI MFO 9. Development Broadcasting & Communication Services									
UMFO 6. General Administration and Support Services (GASS)									
OVPI MFO 1. Administrative and Facilitative Services									
	PI 2: Number of university committees/ boards/council chaired & coordinated		Attended college and university committess meeting	1	5	5	5	5	5.00
	PI 6: Percentage of new faculty recruited/hired using procedures aligned with ISO standards		Reviewed and evaluated faculty recruited/hired using ISO standards as Dept. APC member	1	1	4.8	4.8	4.8	4.80
			Recommended for approval to the University President as Dept. APC member	1	1	4.8	4.8	4.8	4.80
OVPI MFO 2. Frontline Services									
	PI 1. Efficient and customer-frienly frontline service		Zero percent complaint from clients served	1	1	5	5	5	4.80
Total Over-all Rating									138.60
Average Rating						4.95	4.95	4.95	4.95
Adjectival Rating									OUTSTANDING

Comments and Recommendations for Development Purpose:

for sabbatical leave as per staff dev't plan

- 1- Quality
- 2- Efficiency
- 3- Timeliness
- 4- Average

Evaluated and Rated by:

Berta C. Ratilla
BERTA C. RATILLA
 Head, Dept. of Agronomy
 Date: _____

Recommending Approval:

Victor B. Asio
VICTOR B. ASIO, Ph.D.
 Dean, College of Agriculture and Food Science
 Date: _____

Approved by:

Beatriz S. Belonias
BEATRIZ S. BELONIAS
 Vice President, Instruction
 Date: _____

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: RUTH O. ESCASINAS
Performance Rating: OUTSTANDING

Aim: To sustain having an outstanding rating

Proposed Interventions to Improve Performance:

Date: July 30, 2018 Target Date: August 1, 2018-June 30, 2019

First Step: Sabbatical Leave

Result:

Developed teaching materials and published scientific paper

Outcome: Development of instructional materials and scientific publication

Final Step/Recommendation:

Prepared by:


BERTA C. RATILLA
Unit Head