SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

RUTH O. ESCASINAS (Professor III)

	Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
	(1)	(2)	(3)	(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:

<u>4.73</u>

Add: Additional Points, if any: **TOTAL NUMERICAL RATING:**

<u>4.73</u>

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

Name of Faculty

Reviewed by:

Recommending Approval:

VICTOR B. ASIO, Ph.D.

Dean, College of Agriculture and Food Science

Approved by:

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Name of Faculty Magnaer.

RUTH O. ESCALIPAS (Professor III)

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TOTAL NUMERICAL RATINGS

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ADJECTIVAL HATING

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Reviewed by:

Manie of Facility

ASKIN C. RATELS

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Visayas State University College of Agriculture Food and Science

DEPARTMENT OF AGRONOMY

Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, RUTH O. ESCASINAS, 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 to June 2018.

RUTH O. ESCASINAS

Professor III

Date: _____

BERTA C. RATILLA
Head, Dept. of Agronomy
Date:

						ent			Rating	-	
MFO No.	MFO Description	Success Indicator (SI)	%	Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
UMFO 1	. Advanced Educatio	n Services	20%								
	OVPI MFO 1. Gradu	ate 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. Gradu	ate 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									

Viseyas State University College of Agriculture Food and Science PEPARTMENT OF AGRONOMY Visca, Baybay City, Levie

THOSE REPORTS THE METABLES SOME ROSES OF THE PROPERTY.

1. RUTH O. ESCASIDAS. Professor III of the Department of Agronomy, commits to deliver and agree to be missioned the attainment of the following taignts in accordance with the indicated measures for the park of January to June 2016.

STHIST OF HUM

Professor III

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OVPI MFO 1. Curriculum Program Management Services PI 1: Total FTE monitored Total FTE 13.2 5.00 | 5.00 | 5.00 5.00 Reviewed and indorsed for approval in the PI 2: Number of new undergraduate curricular 1 5 5 5.00 program compliant to CMO, approved and offered appropriate body Recommended candidates for latin honors to the 1 1 5 5 5 5.00 appropriate body **OVPI MFO 2. Student Management Services** PI 2: Number of students awarded with Attended and recognized students awarded with 5 5 5 5.00 scholarships/grants scholarship/fellowship/grants/assistantships Indorsed certificates of recognition to be given to PI 5: Number of undergraduate students awarded undergraduate students awarded with 2 5 5 5 with honors/distinction 5.00 honors/distinction UMFO 3. Research Services In int'l fora/conferences 5 n 5 5 5.00 In nat'l fora/conferences 5 5 5 5.00 In rea'l fora/conferences In institutional fora/conferences 5 5 5 5.00 PI 3. Number of research projects conducted and/or Conducted research on Minimum tillage and NCT 5 5 1 2 5 5.00 for Hybrid rice completed on schedule PI 6. Amount of research money generated from Minimum 200.000 222.899 5 5 5.00 external funding (Thousand PHP) PI 7. Amount of research money generated from NCT-HR 200,000 5 5 87,000 5.00 institutional funding (Thousand PHP) **UMFO 4. Extension Services** PI 1. Number of person-days trained weighted by 5 20 60 5 5.00 length of training UMFO 5. Support to Operations (STO) **OVPI MFO 1. Faculty Development Services** PI 1: Number of faculty pursuing advanced research Recommended faculty for advanced study (as degree programs (PhD) facilitated, monitored and Dept. APC member) 1 1 4.8 4.8 4.8 4.80 assisted **OVPI MFO 2. Faculty Recruitment/Hiring Services** PI 1: Number of faculty recruited/hired aligned with Recommended faculty for recruitment/hiring aligned with ISO standards (as Dept. APC member) 4.8 1 1 4.8 4.8 4.80 ISO standards **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 Academic adviseed guided and adviced as 10 15 5 5.00 quidance and counselling services organization adviser

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OVPI MFO 6. Lit OVPI MFO 7. Dis	stance 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. Pr	ogram and Institutional Accreditation Services								
OVPI MFO 9. De	velopment Broadcasting & Communication Services								
FO 6. General Admin	istration and Support Services (GASS)								
OVPI MFO 1. Ad	Iministrative 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. Fr	ontline Services								
	PI 1. Efficient and customer-frienly frontline service	Zero percent complaint from clients served	1	1	5	5	5	4.80	
tal Over-all Rating								138.60	
erage Rating					4.95	4.95	4.95	4.95	
ectival Rating							OUT	STANDING	

Comments and Recomm	nendations for Development	Purpose:			•	
For	pabbatical	leane	as per	staff	devit plan	

1- Quality

2- Efficiency

3- Timeliness

4- Average

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BERTA C. RATILLA

Head, Dept. of Agronomy

Date: _____

Recommending Approval:

VICTOR 8. ASIO, Ph.D. Dean, College of Agriculture and Food Science

Date: _____

Approved by:

Vice President, Instruction

Date: _____

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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: