

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LUZ O. MORENO  
Position/Designation: Professor IV, NARC

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x%)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
<b>1. Instruction</b>	<b>25%</b>		
a. Head/Dean (50%)		<b>5.00</b>	<b>0.625</b>
b. Students (50%)		<b>4.75</b>	<b>0.593</b>
<b>TOTAL for Instruction</b>			<b>1.218</b>
<b>2. Research</b>	<b>45%</b>	<b>5.00</b>	<b>2.250</b>
<b>3. Extension</b>	<b>10%</b>	<b>5.00</b>	<b>0.500</b>
<b>4. Others</b>	<b>20%</b>	<b>4.93</b>	<b>0.986</b>
<b>TOTAL</b>	<b>100%</b>		<b>4.954</b>

**EQUIVALENT NUMERICAL RATING:**

4.954

Add: Additional Points, if any:

**TOTAL NUMERICAL RATING:**

4.954

**ADJECTIVAL RATING:**

**OUTSTANDING**

Prepared by:

LUZ O. MORENO  
Name of Staff

Reviewed by:

ROMEL B. ARMECIN  
Director, NARC

Recommending Approved:

ROMEL B. ARMECIN  
Director, NARC

Approved:

MARIA JULIET C. CENIZA  
Vice-President for Research, Extension and Innovation

**VISAYAS STATE UNIVERSITY**

Visca, Baybay City, Leyte, Philippines

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

I, **LUZ O. MORENO, Professor IV** of the **National Abaca Research Center-Visayas State University** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July 2023 to December 2023**.

  
**LUZ O. MORENO**

Ratee

Date: 01/08/2024

Approved:   
**ROMEL B. ARMECIN**

Head of Unit

Date: 01/08/2024

  
**MA. JULIET C. CENIZA**

Vice President for RE & I

Date: 01/18/2024

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments*	RATING				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>MFO1: Advanced and Higher Education Services</b>			<b>Instruction: At least 25% of the total tasks</b>						
<b>P11: Full-Time Equivalent (FTE)</b>	Number of courses/subjects handled per semester/summer	Teaches courses/subjects per semester	1	4	5	5	5	5.00	199A, Pbre 199C, PBre 212
<b>P12: Student advising</b>	Number of student research advisees	Handles student research advisees/Acts as Adviser	1	6	5	5	5	5.00	2 MS, 4 BS
	Number of students advisees	Acts as SRC chairman/member (undergraduate student)	1	2	5	5	5	5.00	
	Number of hours spent on student consultation		15	60	5	5	5	5.00	
	Ave. Rating (Total Over-all rating divided by 4)								
	Additional Points:								
	Punctuality								
	Approved Additional points (with copy of approval)								
<b>MFO2: Research Services</b>			<b>Research: At least 45% of the total tasks</b>						
<b>P11: Number of Outputs Published in CHED accredited journals/internationally indexed journals</b>	Number of research outputs submitted for publication in refereed international/national and other accredited indexed journal	Develops research paper for publication in refereed international/national indexed journals							
<b>P12: Number of Outputs presented in regional/national/international</b>	Number of research outputs presented in international/national/regional and local fora or conferences	Presents research outputs in international/national/regional and local fora or conferences	1	3	5	5	5	5.00	

fora/conferences									
	Number of Awards received	2nd Place, Best Research Poster during th Regional RDE Symposium			5	5	5	5.00	
	Number of research projects/studies implemented	Implements research projects/studies (with a total of 5 studies)	1	3	5	5	5	5.00	
PI3: Number of proposals submitted	Number of proposals developed and submitted		1	2	5	5	5	5.00	
	Number of proposals approved for funding			2	5	5	5	5.00	
MFO3: Extension Services			Extension: At least 10% of the total tasks						
PI1: Number of Trainings conducted	Number of clients served	Provide technical assistance to abaca pulp processors, farmers & other cleints		5	5	5	5	5.00	
	Number of projects implemented	Conducts/implements projects/ components	1	2	5	5	5	5.00	
	Number of visitors briefed	Conducts briefings on abaca production, variety selection & other technologies	5	20	5	5	5	5.00	
Others:			Others: At least 20% of total tasks						
Production	Number of STF production project	Implemented Root Abaca STF project effective September 2021							
ISO Internal Auditor									
	Number of virtual meetings, seminars, conference	Attends virtual meetings, seminar, conferences	3	10	5	5	5	5.00	
	Number of NCs and OFIs monitored and verified		35		5	5	5	5.00	
Department, DPBG	Number of meetings conducted	conduct department meetings	3	4	4	5	5	4.67	
	Number of college and university-wide meetings,seminars,workshops attended	Attends virtual meetings, seminar, conferences	4	10	5	5	5	5.00	
	Number of coaching,mentoring, class observations made	Conduct coaching, mentoring and class observations	6	9	5	5	5	5.00	
	No. of documents approved and signed								
Total Over-all Rating								84.67	
	Average Rating (Total Over-all rating devided by 4)				Comments & Recommendations for Development Purposes:				
	Additional Points:								

	Approved Additional points (with copy of approval)				
	FINAL RATING			4.98	
	ADJECTIVAL RATING			Outstanding	

Evaluated and Rated by:

ROMEL B. ARMECIN

Director, NARC

Date: 01/08/2024

Recommending Approval:

ROSA OPHELIA D. VELARDE

Director for Research

Date: 01/18/2024

Approved by:

MA. JULIET C. CENIZA

Vice-President, Research, Extension & Innovation

Date: 01/18/2024

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **LUZ O. MORENO**  
Performance Rating: **OUTSTANDING**

Signature: 

Aim: **Efficient and effective implementation of abaca RDE programs.**  
**Efficient and effective implementation of academic programs in affiliated colleges/departments.**

Proposed Interventions to Improve Performance:

Date: July 1, 2023 Target Date: Dec. 31, 2023

First Step:

---

1. **To develop and submit proposals to funding agencies.**
2. **Implement abaca researches.**
3. **Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.**
4. **Perform production functions (e.g. mass production of planting materials).**

Result:

1. **Outstanding research outputs.**
2. **Submitted grades of students on time.**
3. **Generated income from production of planting materials**

Date: January 1, 2024 Target Date: June. 30, 2024

Next Step:

1. **To develop and submit proposals to funding agencies.**
2. **Implement abaca researches.**
3. **Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.**
4. **Perform production functions (e.g. mass production of planting materials).**

Outcome:


1. **Outstanding research outputs/promising technologies/relevant information generated.**

2. Advises graduated on time.
3. Generation income from production of planting materials.

Final Step/Recommendation:

- **Very supportive to achieving the goals and vision of the center. Outstanding managerial work either research, department and wherever she is assign to .**

Prepared by:

  
**ROMEL B. ARMECIN**  
Unit Head