

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Prof. Ramon R. Orias

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		4.0x50%= 2.00	
Students (50%)		4.0x50% = 2.00	
TOTAL for Instruction	25%	4.0 X 0.25 =	1.00
Research	50%	5.0 X 0.50 =	2.50
Extension	20%	5.0 x 0.20 =	1.00
Production	5%	4.67 x 0.05 =	0.23
TOTAL	100 %		4.73

EQUIVALENT NUMERICAL RATING: 4.73

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.73

ADJECTIVAL RATING: Outstanding

Prepared by:

RAMON R. ORIAS
Name of Faculty

Reviewed by:

ERLINDA A. VASQUEZ
Department Head

Approved:

OTHELLO B. CAPUNO
Vice President for Research and Extension

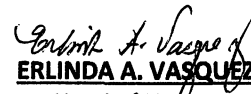
"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, RAMON R. ORIAS, of PhilRootcrops commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period Jan 1, 2018 to June 30, 2018.


RAMON R. ORIAS
Ratee

Approved:


ERLINDA A. VASQUEZ
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 1. Advanced & Higher Education Services	FTE	• Teach ESci 136(lec), BSAE students	5	2nd Sem.2017-18 ESci 136 - 42 stud- 10.50	5	4	4	4.33	
		• Teach ESci136 Summer BSAE Students	4	Summer 2017-18 ESci 136 - 5 stud- 1.25					
	Number of Student Research Advising	• AEng 200 Undergrad Thesis	2	SRC Adviser -5 stud- 5.00 SRC Chair - 2 stud - 2.00 Tot - 18.75					
Research Services	• Research workload units conducted	Implement on-going project	2	1					
	• Number of Outputs Presented in Regional/ National/ International Fora /Conferences	Prepare project output in In-house review	2	1					
	• Number of Research Proposal Submitted	Submit research proposal to funding agency	2	2- VSU funding 1- DA BAR	5	5	5	5	
Extension Services	• Number of person-days trained	To serve as resource person in training courses of developed technology	15	Training as Resource Person: Basey, Samar(2days)- 20 Tolosa, Leyte (2days)-16					
	• Technical expert service conducted as resource person	To serve as resource person in regional and national conferences	2	Taft, E. Samar (2days)-20					
	• Number of developed machines/equipment introduced and promoted.	To disseminate machine technologies developed	1 machines	Improved 1- unit Dryer					
		To cater to prospective		Walk-in Clients catered: Calubian, Leyte - 4 .Baybay, Leyte - 4	5	5	5	5	

	<ul style="list-style-type: none"> • Technical Consultant • Monitored and Recommend Improvements to Rootcrops processing plants in the field. 	<p>client-processors who are interested in processing machines</p> <p>To conduct monitoring activities in the field in order to assist processors improve system efficiency.</p>	<p>5 clients</p> <p>2 visited areas</p>	<p>Tacloban City - 1</p> <p>4-consultant engagements with Palo, Tukod, Camotes Is, Calubian, Leyte</p>					
Production Services (Resource Generation)	<ul style="list-style-type: none"> • Number of Reports prepared and submitted for monitoring purpose • Volume of Food Products produced for technology promotion and dissemination • Number of units of processing equipment fabricated and distributed. 	<p>As In-Charge of production of processed Rootcrop products</p> <p>As In-charge of Processing Machines development and distribution.</p>	<p>6 monthly production reports</p> <p>Php 10,000 value of food products</p> <p>5 units</p>	<p>6 monthly Production reports</p> <p>Php20,000.00 Worth of goods produced: Grates, Flour, RTF, RTE</p> <p>3 sets of Processing Equipment Distributed(5 units ea) for Tolosa, Basey, Taft</p>	5	4	5	4.67	
Administrative Services	<ul style="list-style-type: none"> • Completed Requests on Building Plans preparation, Bill of Materials, and Program of Works 	As requested by the Project Proposal proponent.	1	<p>Complete AutoCad Design of Building Plans for the "Rootcrop Based Feedmill Plant"</p> <p>6 – Plates: Perspective, Elevation Views, Plant Layouts, Structural, Electrical, Plumbing</p> <p>1-Bill of Materials</p> <p>1-Program of Works</p>	5	5	5	5	
Total Over-all Rating									4.80

Average Rating (Total Over-all rating divided by 4)			Comments & Recommendations for Development Purpose: Needs to publish a paper out of the researches conducted Outstanding
Additional Points:			
Punctuality			
Approved Additional points (with copy of approval)			
FINAL RATING			
ADJECTIVAL RATING			

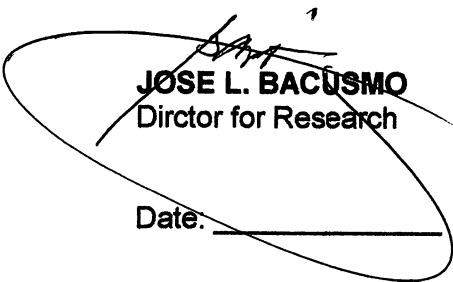
Evaluated and Rated by:


ERLINDA A. VASQUEZ
Dirctor

Date: _____

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

Recommending Approval:


JOSE L. BACUSMO
Dirctor for Research

Date: _____

Approved by:


OTHELLO B. CAPUNO
Vice President for Research and Extension

Date: _____

PERFORMANCE MONITORING & COACHING JOURNAL

X	1st	Q U A R T E R
X	2 nd	
	3 rd	
	4th	

Name of Office: PhilRootcrops

Head of Office: Dr. Erlinda A. Vasquez

Name of Personnel: RAMON R. ORIAS

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Jan 26, 2018 Feb 6, 2018 March 6, 2018 May 7, 2018 June 25, 2018	one-on-one discussion on project / program progress	Monthly PRDC meeting	Issuance of of internal memoranda		Attendance to PRDC monthly Meetings by the members of the Research and Development Council
Coaching	Research proposal production to DA/DA-BAR/PCAARRD /other agencies submission	one-on-one discussion on project progress Group coaching during PRDC Meetings Jan 26, 2018 Feb 6, 2018 March 6, 2018 May 7, 2018 June 25, 2018			Proposal prepared and submitted to DA-BAR / PCAARRD /other agencies New proposal for evaluation

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

Erlinda A. Vasquez
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ramon R. Orias

Performance Rating: Outstanding

Aim: To Generate and Effectively Disseminate Engineering Technologies

Proposed Interventions to Improve Performance

Date: January 2, 2018

Target Date: June 30, 2018

First Step:

Identify clients' need in the field and address the problem by preparing research proposals, and conduct and reintroduce immediate machine improvements and modifications for efficiency enhancement.

Result:

- Had improved the rootcrop chips Cabinet Dryer, now being used in the laboratory for the production of chips for flour.
- Had assisted DSWD 8 in coming up Project Proposals for So. Leyte. Assisted project is now approved and fund transfer is being facilitated.
- Had assisted DOST 8 in coming up a Project in Basey Samar. Processing machines had been established and the operators' training already conducted.
- Had assisted TUKOD in establishing 2-cassava processing projects.
- Had prepared research proposals ready for submission to funding agencies.

Date: July 1, 2018

Target Date: December 31, 2018

Next Step:

- Follow-up of introduced machine technologies with DOST8, TUKOD, and DSWD 8.
- Continue providing technical assistance with the agencies
- Prepare reports for publication.

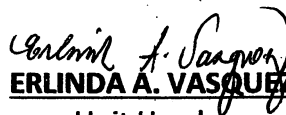
Outcome: Disseminated Appropriate Machines

Produced Approved Projects for Implementation by the assisted agencies

Final Step/Recommendation:

Monitoring and field evaluation of introduced machine technologies and prepare technical papers for publication.

Prepared by:


ERLINDA A. VASQUEZ
Unit Head

Conforme:


RAMON R. ORIAS

Ratee