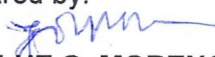


## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LUZ O. MORENO  
Position/Designation: Professor V


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>4.5</b>	<b>0.563</b>
<b>TOTAL for Instruction</b>			<b>1.188</b>
<b>2. Research</b>	<b>45%</b>	<b>4.83</b>	<b>2.174</b>
<b>3. Extension</b>	<b>10%</b>		<b>0.000</b>
<b>4. Others</b>	<b>20%</b>	<b>5.00</b>	<b>1.000</b>
<b>TOTAL</b>	<b>100%</b>		<b>4.362</b>

**EQUIVALENT NUMERICAL RATING:** 4.362  
Add: Additional Points, if any: \_\_\_\_\_  
**TOTAL NUMERICAL RATING:** 4.362  
**ADJECTIVAL RATING:** VERY SATISFACTORY

Prepared by:  
  
**LUZ O. MORENO**  
Name of Staff

Reviewed by:  
  
**ROMEL B. ARMECIN**  
Director, NARC

Recommending Approved:  
  
**ROMEL B. ARMECIN**  
Director, NARC

Approved:  
  
**SANTIAGO T. PEÑA JR.**  
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 V 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 **January 2024 to June 2024**.

LUZ O. MORENO  
Ratee  
Date: 7/12/24

Approved: ROMEL B. ARMECIN  
Head of Unit  
Date: 7/15/24

SANTIAGO T. PEÑA JR  
Vice President for RE & I  
Date: 7/18/24

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target (1-Year)	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>PI1: Full-Time Equivalent (FTE)</b>	Number of courses/subjects handled per semester/summer	Teaches courses/subjects per semester							
<b>P12: Student advising</b>	Number of student research advisees	Handles student research advisees/Acts as Adviser							
	Number of students advisees	Acts as SRC chairman/graduate student)		1	5	5	5	5	
	Number of academic advisees	Handles enrollment of academic advisees (summer)		10	5	5	5	5	
	Number of hours spent on student consultation			5	5	5	5	5	
	Ave. Rating (Total Over-all rating)								
	Additional Points:								
	Punctuality								
	Approved Additional points								
<b>* Vacation Leave from January 23, 2024 to May 31, 2024</b>									
	(with copy of approval)								
<b>MFO2: Research Services</b>			<b>Research: At least 45% of the total tasks</b>						
<b>PI1: 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>PI2: Number of Outputs presented in regional/ national/international fora/conferences</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							
	Number of Awards received								



	Number of research projects/studies implemented	Implements research projects/studies (with a total of 5 studies)	2	3	✓	5	5	5	5
	Number of reports prepared/submitted	Submits quarterly and midyear reports	6	6	4	✓	5	4.67	
PI3: Number of proposals submitted	Number of proposals developed and submitted								
	Number of proposals approved for funding								
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 clients							
	Number of projects implemented	Conducts/implements projects/components							
Others:			Others: At least 20% of total tasks						
Production									
ISO Internal Auditor									
	Number of virtual meetings, seminars, conference	Attends virtual and F2F meetings/seminars		1	✓	5	5	5	
	Number of units/offices audited	Conducts internal audit							
Total Over-all Rating									
	Average Rating (Total Over-all rating divided by 4)				Comments & Recommendations for				
	Additional Points:				Development Purposes:				
	Approved Additional points (with copy of approval)				Needs to participate L&D Program related to crop improvement				
	FINAL RATING								
	ADJECTIVAL RATING								

Evaluated and Rated by:

ROMEL B. ARMECIN

Director, NARC

Date: 7/15/24

Recommending Approval:

IVY C. EMNAGE

Director for Research

Date: 7/16/24

Approved by:

SANTIAGO T. PEÑA JR

Vice-President, Research Extension & Innovation

Date: 7/18/24





## TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: MORENO, LUZ O.

Department: Dept. of Plant Breeding and Genetics

College: College of Agriculture & Food Sciences

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
PBre 199C	COLLOQUIUM	LEC	5.00	Outstanding	100.0%
PBre 197	METHODS OF AGRICULTURAL RESEARCH	LEC	4.00	Very Satisfactory	80.0%
PBre 197	METHODS OF AGRICULTURAL RESEARCH	LAB	4.00	Very Satisfactory	80.0%
PBre 199-A	SEMINAR-A	LEC	4.00	Very Satisfactory	80.0%
PBRE212	ADVANCED PLANT BREEDING	LEC	5.00	Outstanding	100.0%
PBRE212	ADVANCED PLANT BREEDING	LAB	5.00	Outstanding	100.0%
Average Rating			4.50	Outstanding	90.00%

Sources: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: May 02, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: May 02, 2024

Received by:

MORENO, LUZ O.

Name and Signature of Faculty

Date: 6/10/24

Distribution of copies: ODIE, College, Department, Faculty

**Vision:** A globally competitive university for science, technology, and environmental conservation.

**Mission:** Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

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## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: LUZ O. MORENO

Performance Rating: OUTSTANDING

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: January 1, 2024

Target Date: June 30, 2024

### First Step:

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

### Result:

- Outstanding research outputs.
- Submitted grades of students on time.
- Generated income from production of planting materials.

Date: January 1, 2024

Target Date: June 30, 2024

### Next Step:

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

### Outcome:

- Outstanding research outputs/promising technologies/relevant information generated..
- Advisees graduated on time.
- Generation income from production of planting materials.

### Final Step/Recommendation:

- Needs to attend training related to varietal improvement.

Prepared by:

  
**ROMEL B. ARMECIN**

Unit Head

Conforme:

  
**LUZ O. MORENO**  
Name of Ratee Faculty/Staff