

Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Romel B. Armecin

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Averages from IPCR) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	12.5	4.750	0.594
b. Students (50%)	12.5	5.000	0.625
TOTAL for Instruction	25	----	1.219
2. Research	50	4.90	2.450
3. Extension	10	4.65	0.349
4. Administration	10	4.933	0.493
5. Production	5	4.900	0.245
TOTAL	100	-----	4.756

EQUIVALENT NUMERICAL RATING: 4.756
 Add: Additional Points, if any: _____
 TOTAL NUMERICAL RATING: 4.756
 FINAL NUMERICAL RATING: 4.756

ADJECTIVAL RATING: Outstanding

Prepared by: [Signature]
APOLIO ROSARIO
 Name of Faculty

Reviewed by: [Signature]
ROMEL B. ARMECIN
 Department Head

Approved: [Signature]
EDGARDO E. TULIN
 President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

ROMEL B. ARMECIN

Approved: **ROSA OPHELIA D. VELARDE**

VICTOR B. ASIO

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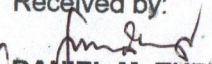
		PI 4. Number of degree programs compliant to CMO supervised and implemented								
		PI 5. Number of academe/industry linkage established								
		PI 6a. Number of students advised	Acts as adviser to undergraduate students	2	2		4.7	4.7	4.7	4.7
		PI 6b. No. of student organizations Advised/Assisted	Acts as adviser to Soil Science majors	1	1		4.6	4.6	4.6	4.6
		PI 7. Number of instructional materials developed								
		PI 8. Additional outputs	Acts as SRC members to Soil Science majors	3	5	3 students under the advisership of VBAsio and 2 students under the supervision of BCJadina	4.7	4.7	4.7	4.7
MFO 3	Research Services	PI 1: Number of published papers in internationally indexed journal (institutional)								
		PI 2: Number of research outputs presented in regional/national/int'l fora/conferences								
		PI 3. Number of research projects conducted and/or completed on schedule	Conducts/implements research project/studies	5	5	1 Project (DA-BAR funding); 1 Project (DA-RFU8 funding); 3 Projects (Local funding)	5	4.9	4.9	4.9
		PI 4: Number of research proposals submitted	Submitted proposals to DA-BAR for possible funding	1	2	2 Proposals submitted to DA-BAR ATI for possible funding	4.9	4.9	4.8	4.9


		PI 7: Amount of extension money generated from institutional funding										
		PI 8: Additional outputs										
		Number of extension-related awards										
		New linkage established										
MFO 5	Support to operations	PI 1. Number of university seminars/trainings/ conventions coordinated										
		PI 2. Number of in-house seminars/trainings coordinated										
		PI 3. Amount of income generated from activity										
		PI 4: Additional outputs										
MFO 6	General Admin & Support Services	PI 1: Number of staff supervised and monitored										
		PI 1a: Number of Eco-FARMI staff supervised and monitored	Exercise overall supervision of Eco-FARMI staff	8	8	Supervised 2 core staff; 2 R/E staff; 2 support staff; and 2 field workers	5	5	5	5		
		PI 1b: Number of NARC staff supervised and monitored	Exercise overall supervision of NARC Analytical laboratory	4	4	Supervised 2 Research staff and 2 field workers	5	5	5	5		
		PI 2: No. of mgt meetings conducted	Presides institute and research meetings	6	6	3 Eco-FARMI bi-monthly meetings and 3 Project staff meeting	4.8	4.8	4.8	4.8		
		PI 3: No. of letters/memos issued	Send letters to various correspondence	4	4	2 letter request for the improvement of Eco-FARMI facilities and 2 letters for research proposals submitted	4.8	4.8	4.8	4.8		
		PI 4: No. of reports/documents submitted	Prepares/reviews and submits project reports, financial reports and other related documents of Eco-FARMI	6	6	Prepared and submitted reports related to IGP's and project reports	5	5	5	5		

		PI 5: No. of documents reviewed/signed	Reviews and signs Eco-FARMI and Research Projects documents	300	360	Review and signed various documents	5	5	5	5	
		PI 6: Amount of Funds generated outside VSU									
		PI 7: No. of IGP/STF's supervised	Supervises EcoFARMI IGP	1	1	Supervised the EcoFARMI SBC project	5	5	4.8	4.9	
		PI 8: No. of reports/docs reviewed									
		PI 9: Additional outputs									

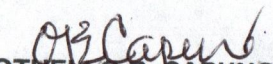
Total Over all Rating	Ave. Rating (Total Over-all rating divided by 4)		
	Additional Points:		
	Punctuality	-	
	Approved Additional points	-	
	(with copy of approval)		
	FINAL RATING		
	ADJECTIVAL RATING		

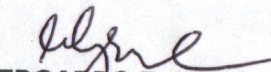
<p align="center">Comments and Recommendations for Development Purpose:</p>
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Received by:

DANIEL M. TUDTUD
 Planning Office
 Date: _____

Calibrated by:

REMBERTO A. PATINDOL
 Chairman, PMT
 Date: _____

Recommending Approval:


OTHELLO B. CAPUNO
 Vice President, OVPRE
 Date: _____

Approved by:

EDGARDO E. TULIN
 President
 Date: _____