## Exhibit J

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

Name of Faculty Member:

Romel B. Armecin

| Equivalent Numerical Rating (2x3)         |                | 0.594        | \$690               | 1.219     |             | 2.450       | 0.349        | 0.493             | 0.245         | 4.756 |
|---|----------------|--------------|---------------------|-----------|-------------|-------------|--------------|-------------------|---------------|-------|
| Numerical Rating (Averages from IPCR) (3) |                | 4.750        | 2000                | -         |             | 4.90        | 4.65         | 4.933             | 4.900         |       |
| Percentage Weight of Involvement (2)      |                | 12.5         | 125                 | 25        |             | 50          | 10           | 10                | 5             | 100   |
| Program Involvement (1)                   | 1. Instruction | a. Head/Dean | (50%)<br>h Students | TOTAL for | Instruction | 2. Research | 3. Extension | 4. Administration | 5. Production | TOTAL |

EQUIVALENT NUMERICAL RATING:

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

FINAL NUMERICAL RATING

ADJECTIVAL RATING:

4.756

4.756

4.756

Outstanding

OKYRALY O Name of Faculty Prepared by

Reviewed by:

2 BEN

ROMEL B. ARMECIN Department Head

Approved:

EDGARDO E. TULIN President

## VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ROMEL B. ARMECIN, Professor I of the Ecological Farm and Resource Management Institute (Eco-FARMI), Visayas State University and agree

to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period <u>January 2016</u> to <u>June 2016</u>.

ROMEL B. ARMECIN

Approved: ROSA OPHELIA D. VELARDE

Director, ODRD

VICTOR B. ASIO

Dean, CAFS

| 1       |                              |   |  |        | Accomplishment |  |                | Ra             |                |                |         |
|---------|------------------------------|---|--|--------|----------------|--|----------------|----------------|----------------|----------------|---------|
| MFO No. | MFO Description              | Success/ Performance<br>Indicators  | Task Assigned  | Target | Actual         | Details of accomplishment  | Q <sup>1</sup> | E <sup>2</sup> | T <sup>3</sup> | A <sup>4</sup> | Remarks |
| MFO 1   | Advanced Education Services  | PI 1: Total FTE monitored   |  |        |                |  |                |                |                |                |         |
|         |                              | PI 2: Number of graduate students advised   |  |        |                |  |                |                |                |                |         |
| MFO 2   | Higher Education<br>Services | PI 1. Number of FTE coordinated and implemented                                       | Conduct lectures/laboratory<br>classes, prepare exams, check<br>papers, compute grades,<br>submits UR office | 10     | 13.2           | SS22@2hrs x 102/20 =<br>10.20; SS117@2hrs x 12/20<br>= 1.20 (lec); SS117@3hrsx<br>12/20 = 1.80 (lab) | 5              | 3              | 5              | 5              |         |
|         |                              | PI 2. Average percentage passing in licensure in mandated programs                    |  |        |                |  | 19             |                |                |                |         |
|         |                              | PI 3. Number of graduates in mandated programs graduated within the prescribed period |  |        |                |  |                |                |                |                |         |

|       |                   | PI 4. Number of degree programs compliant to CMO supervised and implemented            |   |   |   |  | <u> </u> |     |     |     |
|-------|-------------------|--|---|---|---|--|----------|-----|-----|-----|
|       |                   | PI 5. Number of academe/industry linkage established                                   |   |   |   |  |          |     |     |     |
|       |                   | PI 6a. Number of students advised  | Acts as adviser to undegraduate 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<br>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 |   |   |   |  |          |     |     |     |
|       |                   | schedule   | Conducts/implements research project/studies          | 5 | 5 | 1 Project (DA-BAR funding);<br>1 Project (DA-RFU8<br>funding); 3 Projects (Local<br>funding) | 5        | 4.9 | 4.9 | 4.9 |
|       |                   | PI 4: Number of research proposals submitted   | Submitted proposals toDA-<br>BAR for possible funding | 1 | 2 | 2 Proposals submitted to DA-<br>BAR ATI for possible<br>funding                              | 4.9      | 4.9 | 4.8 | 4.9 |

|       |                    | PI 5. Percent of research proposals approved                        |   |       |          |   | Τ   |     | T   |     |  |
|-------|--------------------|---|---|-------|----------|---|-----|-----|-----|-----|--|
|       |                    | PI 6: Amount of research money generated from external funding      | Generate research projects from external funding  | 1.0M  | 2.43M    | 1 Project (DA-BAR funding);<br>1 Project (DA-RFU8 funding       | 5   | 5   | 5   | 5   |  |
|       |                    | PI 7: Amount of research money generated from institutional funding | Generate research projects from VSU funding   | P100T | P190,000 | CAHO.NM.14-1420-11 =<br>Php190                                  | 4.7 | 4.7 | 4:7 | 4.7 |  |
|       |                    | PI 8. Additional outputs  |   |       |          |   |     | -   |     |     |  |
|       |                    | Publication awards for Chapter of the Book                          | Published book chapter titled: Abaca Fiber: A Renewable Bio-resource for Industrial Uses and other Applications |       | 1        |   | 5   | 5   | 5   | 5   |  |
| MFO 4 | Extension Services | PI 1. Number of person-days trained weighted by length of training  | Acts as resource person   | 2     | 2        | Served as resource person in the training on Scientific writing | 4.8 | 4.8 | 4.8 | 4.8 |  |
|       |                    | PI 2. Number of IEC materials/<br>technoguides developed/ used      |   |       |          |   |     |     |     |     |  |
|       |                    | served  | Supervised BOF production for LADCOA members  | 1     |          | peneficiaries of the vermicomposting                            | 4.6 | 4.6 | 4.6 | 4.6 |  |
|       |                    | projects conducted and/or   | Conducts/implements<br>extension projects/<br>components  | 2     | 2        | acility/BOF production  | 4.6 | 4.6 | 4.6 | 4.6 |  |
|       |                    |   | Submits proposal to ATI for possible funding  | 1     | 1        | Propsal submitted to ATI for possible funding                   | 4.6 | 4.6 | 4.6 | 4.6 |  |
|       |                    | PI 6: Percent of extension proposals approved                       |   |       |          |   | +   | -   |     |     |  |

|  |                                  | PI 7: Amount of extension mone generated from institutional            | у  |   |   |  |     | T   |     |     |   |
|--|----------------------------------|--|--|---|---|--|-----|-----|-----|-----|---|
| The state of the s |                                  | funding  |  |   |   |  |     |     |     |     |   |
|  |                                  | PI 8: Additional outputs   |  |   |   |  |     |     |     |     |   |
|  |                                  | Number of extension-related awards                                     |  |   |   |  |     |     |     |     |   |
|  |                                  | New linkage established  |  |   |   | 40.00  |     | +   | +   |     |   |
| IFO 5  | Support to operations            | PI 1. Number of university seminars/trainings/ conventions coordinated |  |   |   |  |     |     |     |     |   |
|  |                                  | PI 2. Number of in-house seminars/trainings coordinated                | 30.00  |   |   |  |     |     |     |     |   |
|  |                                  | PI 3. Amount of income generated from activity                         |  |   |   |  |     |     | 144 |     |   |
|  |                                  | PI 4: Additional outputs   |  |   |   |  |     |     |     |     | - |
| MFO 6  | General Admin & Support Services | PI 1: Number of staff supervised and monitored                         |  |   |   |  |     |     |     |     |   |
|  |                                  | Pl 1a: Number of Eco-FARMI staff supervised and monitored              | Exercise overall supervision of<br>Eco-FARMI staff   | 8 | 8 | Supervised 2 core staff; 2<br>R/E staff; 2 support staff;<br>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   |   |
|  |                                  | conducted  | Presides institute and research meetings   | 6 | 6 | 3 Eco-FARMI bi-monhtly<br>meetings and 3 Project staff<br>meeting                | 4.8 | 4.8 | 4.8 | 4.8 |   |
|  |                                  |  | Send letters to various correspondence   | 4 | 4 | 2 letter request for the   | 4.8 | 4.8 | 4.8 | 4.8 |   |
|  |                                  | 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   |   |

| -                                   |  | reviewed/signed                                | Reviews and signs Eco-<br>FARMI and Research Projects<br>documents | 300 | 360    | Review and signed various documents    | 5     | 5     | 5    | 5  |  |
|-------------------------------------|--|--|--|-----|--------|--|-------|-------|------|----|--|
|                                     |  | PI 6: Amount of Funds<br>generated outside VSU |  |     |        |  |       |       |      |    |  |
|                                     |  | PI 7: No.of IGP/STF's supervised               | Supervises EcoFARMi IGP  | 1   | 1      | Supervised the EcoFARMI<br>SBC project | 5     | 5     | 4.8  | 49 |  |
|                                     |  | PI 8: No. of reports/docs<br>reviewed          |  |     |        |  |       |       |      |    |  |
|                                     |  | PI 9: Additional outputs                       |  |     |        |  |       |       |      |    |  |
| otal Over                           | Ave. Rating (Total Over-all rating divided by 4) |  |  |     | Commer | nts and Recommendations for Purpose:   | r Dev | elopi | ment |    |  |
| THE R. P. LEWIS CO., LANSING, SALES | Additional Points:                               |  |  |     |        |  |       |       |      |    |  |
|                                     | Punctuality                                      | -  |  |     |        |  |       |       |      |    |  |
|                                     | Approved Additional points                       |  |  |     |        |  |       |       |      |    |  |

| Rec  | eived by:     |
|------|---------------|
| DAN  | MEL M. TUDTUD |
| Plan | ning Office   |
| Date |               |

(with copy of

ADJECTIVAL RATING

approval)

FINAL RATING

| Calibrated by:       | Recommending Approva |
|----------------------|----------------------|
| REMBERTO A. PATINDOL |                      |

Chairman, PMT

Date:

| OTHELLOB.      | CAPUNO |
|----------------|--------|
| Vice President | OVPRE  |
| Date:          |        |

Approved by:

EDGARDO E. TULIN
President

Date: