

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **ORIAS, RAMON R.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean			
Total for Instruction	25%	5.00 x 25%	1.25
Research			
Client/Dir. for Research (50%)		4.67 x 50% = 2.34	
Dept. Head/Center Director (50%)		4.67 x 50% = 2.34	
Total for Research	50%	4.68	2.34
Extension			
Client/Dir. for Extension (50%)		5.00 x 50% = 2.50	
Dept Head/Center Director (50%)		5.00 x 50% = 2.50	
Total for Extension	20%	5.00	1.00
Administration	5 %	4.67 x 5 % = 0.23	0.23
TOTAL			4.82

EQUIVALENT NUMERICAL RATING: **4.82**

Add: Additional Points, if any:

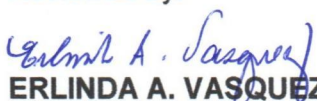
TOTAL NUMERICAL RATING: **4.82**

ADJECTIVAL RATING: **Outstanding**

Prepared by:


MARIA ELSA M. UMPAD
Administrative Officer II


Reviewed by:


ERLINDA A. VASQUEZ
Director

Recommending Approval:


JOSE L. BACUSMO
Director for Research

Approved:


OTHELLO B. CAPUNO
VP for Res, Ext & Innovation

"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, 2020 to June 30, 2020.

RAMON R. ORIAS

Ratee

Approved:

ERLINDA A. VASQUEZ

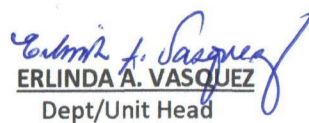
Head of Unit

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 134, 3 units (lec & Lab), ESci 135, 5 units (Lec & Lab)	5	<u>2nd Sem, 2019-20</u> ESci 134 – 47 students Course completed 0- Student Res. Advising					
	• Number of Student Research Advising	• BSABE Students	1						
	• SRC Member	• BSABE Students	2	2- Undergrad thesis student SRC Member	5	5	5	5	
	• Number of Flexible Learning Course Guide (FLCG)	• BSABE Program, ESci 135, ABen 158	2	2- FLCG prepared in ESci 135 and ABen 158.					
	• Number of Output-Based Teaching-Learning Syllabus (OBTL)	• BSABE Program, ESci 135, ABen 158	2	2-OBTL Syllabus for ESci 135 & ABen 158. 1-OBTL Abridged in ESci135					
	• Number of Virtual Classroom (VC) Modules	• BSABE Program, ESci 135, ABen 158	12	6- VC Modules in ESci 135					
Research Services	• Number of Instructional Material (IM) Modules	• BSABE Program, ESci 135, ABen 158	12	6 –IM Modules in ESci 135					
	• Research workload units conducted	Implement on-going project	2	0					
	• Number of Outputs Presented in Regional/ National/ International Fora /Conferences	Prepare project output in In-house review	2	0					
	• Number of Research Proposal Submitted	Submit research proposal to funding agency	2	2- Research Proposals submitted for VSU funding	5	4	5	4.67	

	<ul style="list-style-type: none"> Number of Scientific Article Published 	Submit articles for publication	1	1- Research Output publication – ATR Vol 42, No. 2 Issue (July-Dec 2020)					
Extension Services	<ul style="list-style-type: none"> Number of person-days trained/monitored projects Technical expert service conducted as resource person Number of developed machines/equipment introduced and promoted. Technical Consultant Monitored and Recommend Improvements to Rootcrops processing plants in the field. 	<p>To serve as resource person of developed machine technologies</p> <p>To serve as resource person in local, regional and national conferences</p> <p>To disseminate machine technologies developed</p> <p>To cater to prospective 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>10</p> <p>2</p> <p>1 machine</p> <p>5 clients</p> <p>2 visited areas</p>	<p>Monitored Project Activities: via cellphone communication.</p> <p>1-Tolosa; 1-Basey Samar; 1-Hinunangan assisted areas (due to pandemic no field visits done)</p> <p>1 machine for development under design stage- "Forage cutter"</p> <p>No client-processor was engaged.</p> <p>No field visits done due to pandemic.</p>	5	5	5	5	
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>PhP10,000 value of food products</p> <p>5 units</p>	<p>6-Monthly Reports (July to Dec. 2019)</p> <p>1-Annual/Summary Report (2019) of processed products worth PhP 55,187.00.</p> <p>150 kg Grates produced worth PhP 6,000</p> <p>0 units fabricated and distributed</p>	5	9	5	4.67	
Administrative Services	<ul style="list-style-type: none"> Completed Administrative Requests on Engineering concerns 	As requested	1	none					4.83

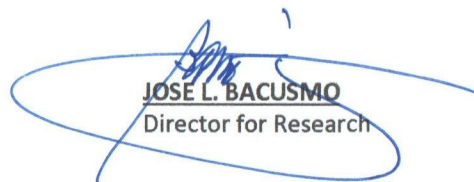
Total Over-all Rating									
Average Rating (Total Over-all rating divided by 4)				Comments & Recommendations for Development Purpose: To prepare terminal reports of research projects MRs for inventory in preparation for retirement					
Additional Points:									
Punctuality									
Approved Additional points (with copy of approval)									
FINAL RATING			4.83						
ADJECTIVAL RATING			Outstanding						

Evaluated and Rated by:


ERLINDA A. VASQUEZ
Dept/Unit Head

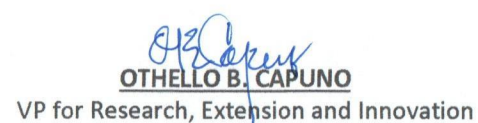
Date: _____

Recommending Approval:


JOSE L. BACUSMO
Director for Research

Date: _____

Approved by:


OTHELLO B. CAPUNO
VP for Research, Extension and Innovation

Date: _____

- 1 – Quality
2 – Efficiency
3 – Timeliness
4 - Average

PERFORMANCE MONITORING & COACHING JOURNAL

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

Name of Office: PhilRootcrops

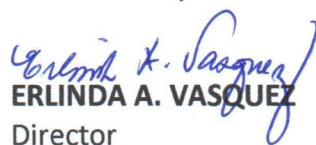
Head of Office: Dr. Erlinda A. Vasquez

Name of Personnel: RAMON R. ORIAS

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	discussion on project / program progress / university's concerns	Monthly PRDC meeting Jan 13, 2020 Feb 3, 2020 May 6, 2020	Issuance of internal memoranda		Attendance to PRDC monthly Meetings by the members of the Research and Development Council
Coaching	Research proposal for submission to funding agencies	one-on-one discussion on project progress Group coaching during PRDC Meetings Jan 13, 2020 Feb 3, 2020 May 6, 2020			Proposal prepared and submitted to funding agencies New proposal for evaluation

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

Conducted by:


ERLINDA A. VASQUEZ
Director

EMPLOYEE DEVELOPMENT PLANName of Employee: **RAMON R. ORIAS**

Performance Rating: _____

Aim: To implement on-going research projects
 To come up with approved proposals for funding and implementation

Proposed Interventions to Improve Performance:

Date: January 1, 2020Target Date: June 30, 2020

First Step:

Implements on-going research projects
 Prepares proposals based on the different thrusts of the funding agencies.
 Prepares papers for publication
 Attends trainings that will enhance skills in leadership, organizational management and effective administration

Result:

-
- Implemented scheduled activities of the research projects
 - Prepared and submitted proposals for funding
 - Paper for publication on progress
 - Served as professor and student adviser of Agricultural Engineering students
-

Date: July 1, 2020Target Date: Dec 31, 2020

Next Step:

Follow-up the status of submitted proposals to the different funding agencies (DA-BAR, PCAARRD)

Submits papers for publication

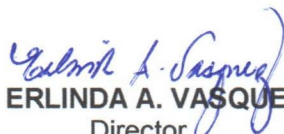
Attends related trainings / conferences on appropriate discipline; trainings on capacity building (leadership, organizational management and administration)

Outcome: Approved proposal for funding and for implementation
 Paper accepted for publication by refereed journals
 Research paper presented in any scientific gatherings

Final Step/Recommendation:

- To maintain performance and or exceed the current performance; to submit more proposals and continue doing four-fold functions of instruction, research, extension and production.
- To attend trainings that will enhance skills in leadership, management and administration.

Prepared by:


ERLINDA A. VASQUEZ
 Director

Conforme: 

 Name of Ratee/Faculty/Staff