SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **RUTH O. ESCASINAS (Prof. III)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	35.00	4.25	1.49
b. Students	35.00	4.70	1.65
Total for Instruction	70.00		3.13
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	20	5.00	1.00
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	5.00	4.93	0.25
4. Administration	5.00	4.88	0.24
5. Production	-		
TOTAL	100.00		4.62

EQUIVALENT NUMERICAL RATING: 4.62

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.62

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by: Reviewed by:

RUTH O. ESCASINAS   ULYSSES A. CAGASAN

Name of Faculty   Head, Department of Agronomy

Recommending Approval:

VICTOR B. ASIO

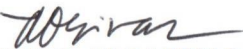Dean, College of Agriculture and Food Science

Approved by:

BEATRIZ S. BELONIAS

Vice President, Instruction

Visayas State University
College of Agriculture Food and Science
DEPARTMENT OF AGRONOMY
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, RUTH O. ESCASINAS, Prof. III of the Department of Agronomy, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period July to December 2019.

RUTH O. ESCASINAS
Prof. III
Date: January 21, 2020

ULYSSES A. CAGASAN
Head, Department of Agronomy
Date: Jan. 28, 2020

MFO No.	MFO Description	Success Indicator (SI)	%	Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
							Rating			
UMFO 1. Advanced Education Services			20%								
	OVPI MFO 1. Graduate Degree Program Management Services										
0 = 3 1 = 4.8 >2 = 5.0		PI 1: Number of graduate degree specializations offered and monitored		Number of graduate degree specializations monitored	1	1	4.8	4.8	4.8	4.80	
1.5 - 2.0 = 4.8		PI 2: Total FTE monitored		Total FTE	2	5.33	5	5	5	5.00	
		PI 3: Percentage increase in number of graduate students enrolled		Monitored graduate students enrolled in the university						0.00	
		PI 4: Number of graduate program proposed and approved		Number of curricular program proposed and approved						0.00	
		PI 5: Number of thesis advisees who graduated within prescribed period		Number of graduate students who graduated on time						0.00	
		PI 6: Percentage increase in number of students who graduated within prescribed period		Recommended graduate students for graduation	1	1	4.8	4.8	4.8	4.80	
	OVPI MFO 2. Graduate Student Management Services									0.00	
UMFO 2. Higher Education Services											
	OVPI MFO 1. Curriculum Program Management Services										
		PI 1: Total FTE monitored		Total FTE	10	23.5	5	5	5	5.00	

	PI	Accomplishment						Rating
	PI 2: Number of new undergraduate curricular program compliant to CMO, approved and offered	Reviewed and indorsed for approval in the appropriate body						0.00
	PI 4: Percentage increase in number of undergraduate students enrolled	Reviewed and approved the offering of unscheduled subjects	1	1	4.8	4.8	4.8	4.80
	PI 6: Percentage passing of students in licensure board examination	Gave due recognition to placers of the PRC Licensure Board Examinations						0.00
	PI 7: No. of students graduated within the prescribed period	Recommended undergraduate students for graduation	1	1	4.8	4.8	4.8	4.80
OVPI MFO 2. Student Management Services								
	PI 1: Percentage increase of students enrolled in different degree programs	Monitored number of students enrolled in different degree programs						0.00
	PI 2: Number of students awarded with scholarship/fellowship/grants /assistantships	Attended and recognized students awarded with scholarships/grants						0.00
UMFO 3. Research Services								
	PI 1. Number of published papers in internationally indexed journals							0.00
	In refereed int'l journals		1	2	5	5	5	5.00
	In refereed nat'l journals							0.00
	In institutional journals							0.00
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences							0.00
	In int'l fora/conferences							0.00
	In nat'l fora/conferences							0.00
	In reg'l fora/conferences							0.00
	In institutional fora/conferences							0.00
	PI 3. Number of research projects conducted and/or completed on schedule		1	1	4.8	4.8	4.8	4.80
	PI 4. Number of research proposals submitted							0.00
	PI 5. Percent of research proposals approved							0.00
	PI 6. Amount of research money generated from external funding (Thousand PHP)		102,000	112,200	4.8	4.8	4.8	4.80
UMFO 4. Extension Services								
UMFO 5. Support to Operations (STO)								
OVPI MFO 1. Faculty Development Services								0.00
OVPI MFO 2. Faculty Recruitment/Hiring Services			1	2	5	5	5	5.00
OVPI MFO 3. Faculty Evaluation Services								0.00
OVPI MFO 4. Admission & Registration Services								0.00
OVPI MFO 5. Guidance and Counselling & Support to Students Services								0.00
OVPI MFO 6. Library Services								0.00

					1	6	5	5	5	5.00	
OVPI MFO 7. Distance Education Services											
UMFO 6. General Administration and Support Services (GASS)											
	OVPI MFO 1. Administrative and Facilitative Services									0.00	
		PI 1: Number of colleges, departments & support units supervised, monitored & coordinated	Reviewed staff development program of each department							0.00	
			Recommended faculty for advance study as Dept. APC member							0.00	
		PI 2: PI 2: Number of management meetings coordinated	Attended department committee meetings		2	4	5	5	5	5.00	
	OVPI MFO 2. Frontline Services										
		PI 1. Efficient and customer-frienly frontline service	Zero percent complaint from clients served		minimal	zero	5.0	5.0	5.0	5.00	
		PI 2: Additional outputs	Manages Income Generating Projects of the Institution							#DIV/0!	
		Best practices/new initiatives	Subsidized students' contribution during parties							#DIV/0!	
			Set schedules of thesis manuscript processing to assure on time graduation		1	2.00	5.00	5.00	5.00	5.00	
Total Over-all Rating										63.80	
Average Rating								4.91	4.91	4.91	4.91
Adjectival Rating										**OUTSTANDING**	

Comments and Recommendations for Development Purpose:

Develop research proposals and conduct research and extension activities with Juniors faculty

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

Evaluated and Rated by:

ULYSSES A. CAGASAN
Head, Department of Agronomy
Date: 02/2/2022

Recommending Approval:

VICTOR B. ASIO
Dean, College of Agriculture and Food Science
Date: _____

Approved by:

BEATRIZ S. BELONIAS
Vice President, Instruction
Date: _____

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: RUTH O. ESCASINAS
Performance Rating: OUTSTANDING

Aim: To sustain having an outstanding rating

Proposed Interventions to Improve Performance

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

First Step: Update instructional materials and develop article for publication

Result:
        Developed teaching materials and published scientific paper

Target Date: July 1 to Dec. 31, 2020

Outcome: Development of instructional materials and published scientific articles

Final Step/Recommendation:

        To publish scientific paper in refereed journal/attend training
        Develop research proposal for funding

Prepared by:

ULYSSES A. CAGASAN
Unit Head

Conforme:

RUTH O. ESCASINAS
Name of Ratee Faculty/Staff