

### 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 (50%)		$5.0 \times 50\% = 2.5$	
Students (50%)		$5.0 \times 50\% = 2.5$	
TOTAL for Instruction	25%	$5.0 \times 0.25 =$	1.25
Research	50%	$4.67 \times 0.50 =$	2.34
Extension	20%	$4.67 \times 0.20 =$	0.93
Production	3%	$5.00 \times 0.03 =$	0.10
Administration	2%	$5 \times 0.02 =$	0.10
TOTAL			<b>4.72</b>

EQUIVALENT NUMERICAL RATING:

4.72

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.72

ADJECTIVAL RATING:

**Outstanding**

Prepared by:

  
**PRECILA C. BELMONTE**  
Temp. Administrative Officer

Reviewed by:

  
**LISA I. ARCE/EDGARDO E. TULIN**  
Assistant Director/Director

Recommending Approval:

  
**ROSA OPHELIA D. VELARDE**  
Director for Research

Approved:

  
**MARIA JULIET C. CENIZA**  
VP for REI

**“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 July 1, 2021 to December 31, 2021.

RAMON R. ORIAS

Ratee

Approved:

LISA I. ARCE

Assistant Director

EDGARDO E. TULIN

Director

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>MFO 1. Advanced &amp; Higher Education Services</b>	• FTE	• Teach ABen 158 3 units (Lec & Lab), and ESci 135, 5 units (lec & Lab),	5	<u>2<sup>nd</sup> Sem, 2020-21</u> <u>ABen 158 – 43 students</u>					
	• Number of Student Research Advising	• BSABE Students	1	<u>1<sup>st</sup> Sem, 2021-22</u> ESci 135 – 67 students					
	• SRC Member	• BSABE Students	2	Course on-going					
	• Number of Flexible Learning Course Guide (FLCG)	• BSABE Program, ESci 135, ABen 158	2	0- Student Res. Advising	5	5	5	5	
	• Number of Output-Based Teaching-Learning Syllabus(OBTL)	• BSABE Program, ESci 135, ABen 158	2	0- Undergrad thesis student SRC Member					
	• Number of Virtual Classroom (VC) Modules	• BSABE Program, ESci 135, ABen 158	12	2- FLCG updated in ESci 135 and ABen 158.					
	• Number of Instructional Material (IM) Modules	• BSABE Program, ESci 135, ABen 158	12	2-OBTL Syllabus for ESci 135 & ABen 158.					
	• Number of Terms of Specifications (TOS)	• BSABE Midterm & Final Exam	4	8- VC Modules in ESci 135					
<b>Research Services</b>	• 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	5	5	5	5	
				2- Research Proposals					

	<ul style="list-style-type: none"> <li>Number of Research Proposal Submitted</li> <li>Number of Scientific Article Published</li> </ul>	Submit research proposal to funding agency Submit articles for publication	2  1	submitted for VSU funding					
<b>Extension Services</b>	<ul style="list-style-type: none"> <li>Number of person-days trained/monitored projects</li> <li>Technical expert service conducted as resource person</li> <li>Number of developed machines/equipment introduced and promoted.</li> <li>Technical Consultant</li> <li>Monitored and Recommend Improvements to Rootcrops processing plants in the field.</li> </ul>	To serve as resource person of developed machine technologies To serve as resource person in local, regional and national conferences To disseminate machine technologies developed To cater to prospective client-processors who are interested in processing machines To conduct monitoring activities in the field in order to assist processors improve system efficiency.	10  2  1 machine  5 clients  2 visited areas	Monitored Project Activities: via cellphone communication. 1-Tolosa; 1-Basey Samar; areas (due to pandemic no field visits done) 1 machine for development under design stage- "Forage cutter" No client-processor was engaged. No field visits done due to pandemic.	5	5	4	4.47	
<b>Production Services (Resource Generation)</b>	<ul style="list-style-type: none"> <li>Number of Reports prepared and submitted for monitoring purpose</li> <li>Volume of Food Products produced for technology promotion and dissemination</li> <li>Number of units of processing equipment fabricated and distributed.</li> </ul>	As In-Charge of production of processed Rootcrop products As In-charge of Processing Machines development and distribution.	6 monthly production reports PhP10,000 value of food products 5 units	2-Monthly Reports (July to Dec. 2021) 1-Annual/Summary Report (2020) of processed products worth PhP 7,272.65.00. 120 kg Fresh Grates produced 0 units fabricated and distributed	5	5	5	5	
<b>Administrative Services</b>	<ul style="list-style-type: none"> <li>Completed Job Order Requests on Engineering concerns</li> </ul>	As requested	1	1 – Center Car Garage completed	5	5	5	5	

Total Over-all Rating									
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Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		4.87
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

**To organize and prepare MR's for turn-over to the Director of PhilRootcrops.**


Evaluated and Rated by:

Recommending Approval:

Approved by:

  
LISA I. ARCE  
Asst. Director

  
EDGARDO E. TULIN  
Director

  
ROSA OFELIA D. VELARDE  
Director for Research

  
MARIA JULIET C. CENIZA  
VP for Research, Extension, and Innovation

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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

PERFORMANCE MONITORING & COACHING JOURNAL

	1 <sup>st</sup>	Q U A R T E R
	2 <sup>nd</sup>	
X	3 <sup>rd</sup>	
X	4 <sup>th</sup>	

Name of Office: **PhilRootcrops**

Head of Office: **Dr. Edgardo E. Tulin & Ms. Lisa I. Arce**

Name of Personnel: **RAMON R. ORIAS**

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	One-on-one discussion on project/program progress/university,s concerns	Monthly PRDC meeting June 2, 2021 July 7, 2021 Oct. 7, 2021	Issuance of memoranda		Attendance to PRDC monthly Meetings by the members of Research and Development Council
Coaching	Research proposal for submission to funding agencies	One-on-one discussion on project progress  Group coaching during PRDC Meetings			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:


  
**LISA I. ARCE / EDGARDO E. TULIN**  
 Assistant Director/Director

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **RAMON R. ORIAS**

Performance Rating: **Outstanding**

Aim: To implement on-going research projects  
To come up with approved proposals for funding and implementation.  
To become an effective administrator

Proposed Interventions to Improve Performance:

Date: July 1, 2021

Target Date December 31, 2021

First Step:

- 
- Implements on-going research projects
  - Prepares papers for publication
  - Prepares terminal reports and AFRs

Result:

- 
- Implemented scheduled activities of the research projects
  - Paper for publication on progress
  - Terminal reports and AFRs
- 

Date: January 1, 2022

Target Date February 25, 2022

Next Step:

- Retirement

Final Step/Recommendation:

- To organize MR and settle other obligations such as terminal reports and AFRs of projects in preparation for retirement

Prepared by:

   
**LISA I. ARCE/EDGARDO E. TULIN**  
Assistant Director/Director

Conforme:

  
RAMON R. ORIAS  
Name of Ratee/Faculty/Staff