

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ARSENIO D. RAMOS

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.78x 50% = 2.39	
b. Students (50%)		5.0 x 50% = 2.50	
Total for Instruction	40%	4.89	1.956
2. Research			
a. Client/Dir. for Research (50%)		5.0 x 50% = 2. 50	
b. Dept. Head/Center Director (50%)		5.0 x 50% = 2.50	
Total for research	30%	5.00	1.500
3. Extension			
a. Client/dir. For Extension (50%)		5.00 x 50% = 2.50	
b. Dept. Head/Center Director (50%)		4.79 x 50% = 2.395	
Total for Extension	20%	4.895	0.970
4. Administration	5%	5.0 x 5%	0.25
5. Production	5%	5.0 x 5%	0.25
TOTAL			4.926

EQUIVALENT NUMERICAL RATING: 4.926

Add: Additional points if any:

TOTAL NUMERICAL RATING: 4.926

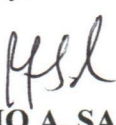
ADJECTIVAL RATING:

Outstanding


Prepared by:


ARSENIO D. RAMOS
Name of Faculty

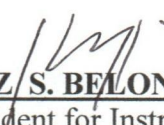
Reviewed by:


ROSARIO A. SALAS
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction



Visayas State University
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION
Visca, Baybay City, Leyte

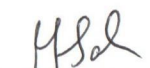
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ARSENIO D. RAMOS Associate Professor IV, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2019.


ARSENIO D. RAMOS

Ratee

Date: _____


ROSARIO A. SALAS, Ph.D.
Head,DOH

Date: _____

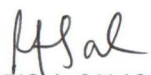
MFOs and Performance Indicators	Success Indicator (SI)		Task Assigned	Target	Actual Accomplishment					Remark
						Quality	Efficiency	Timeliness	Average	
MINIMUM PIs PER MFO FOR ACADEMIC DEPARTMENT'S OPCR										
UFMO 1	ADVANCED EDUCATON SERVICES									
	OVPI MFO 1	Graduate Degree Program Management Services								
	PI 1	Graduate deree program monitored								
	PI 2*	Total Graduate FTE monitored	Hort 300 and Hort 400 Adviser and GAC-member	1.5	1.52	5	5	5	5	
	PI 3.	Percentage increase in number of graduate students enrolled								
	PI 4	Percentage increase in number of graduate students who graduated within prescribed period								
	OVPI MFO 2	Graduate Student Managemet Services								
	PI 1	Number of graduate students awarded with scholarships/ assistantships								
	PI 2	Percentage of graduate students awarded with scholarship/ assistantship who graduated within the prescribed period								
	PI 3	Number of graduate students awarded with honor/distinction upon graduation								
	PI 4	Number of graduate students advised		1	1	4	5	5	4.67	
UMFO 2	HIGHER EDUCATION SERVICES									
	OVPI MFO 1	Curriculum Program Management Services								

[illegible]

	PI 3	Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated									
	PI 4	Number of in-house seminars/trainings/workshops/reviews conducted attended			1	1	4	5	5	4.67	
	PI 5	Additional outputs									
		Number of faculty/staff awards/honors received related to operations support									
	OVPI MFO 4	Program and institutional Accreditation Services									
	PI 1	Number of degree programs which passed accreditation/evaluation at least Level 1			2	2	5	5	5	5	
	PI 2	QMS on faculty recruitment, development									
	PI 3	Percentage of degree program compliant with CHED									
	PI 4	Additional Outputs									
		Number of activities organized/attended/assisted/participated/facilitated									
UMFO 6		GENERAL ADMINISTRATION & SUPPORT SERVICES									
	PI 1	Zero complaints from clients									
	PI 2	Additional Outputs/Best Practices									
		TOTAL OVER-ALL RATING									
		AVERAGE RATING								4.85	
		ADJECTIVAL RATING									


* on per capita basis

Evaluated and rated by:


ROSARIO A. SALAS
Head, DOH


Date: _____

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction

Date: _____

Comments & Recommendations for Development purposes

Keep up the good work

Table 1 **FTE computation**
Courses handled:

Second Sem 2017-2018	Contact hr/week	No. weeks/ sem	No. of students	Denominator	FTE
Hort 112 lec	2		21	20	2.10
Hort 112 lab	3		21	20	3.15
Hort 199-C	1		40	20	2.00
Hort 144 Lec	2		10	20	1.00
Hort 144 Lab	3		10	20	1.50
Hort 200 (adviser)	10		10	20	5.00
Hort 200 (SRC-member)	1.5		6	20	0.45
Hort 400 (adviser)	5		1	12	0.4
Hort 400 (GAC member)	1.5		4	12	0.5
Hort 300 (Adviser)	10				
Hort 300 (GAC Member)	1.5		5	12	0.62
Summer 2018-2019					
Hort 195					
Horticulture (Agribusiness)	6		20	20	6.00
Sub-ITotal					
Grand Total					22.72

List undergraduate students theses advisees:

Jomel L. Bengalan, Jehu O. Callet, Shikina Tommy G. Engcoy, Roxanne S. Labetigan, JanLloyd L. Espadera, Jonna Mae T. Placido, Judy Ann L. Purca
Gabriel D. Alombro, Jr, Patricia P. Gay, Jaypee P. Tagoctoc

List of graduate students theses advisees:

Sarah M. Ravelo- PhD student

Hort 300 (GAC member)

Mark Joshua S. Quevedo, Lilibeth O Manla, Ma. Kristine L. Aban

Hort 400 (GAC Member)

Eduarda D. Zulla, Richielda R. Sumalinog, Leif Marvin R. Gonzales, Ramonita C. Vernao

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ARSENIO D. RAMOS

Performance Rating: _____

Aim: Enhance Work Efficiency

Proposed interventions to Improve Performance

Date: January, 2019

Target Date: December 2019

First Step:

Write and submit 1 research and 1 extension proposal for funding
Actively participate in all department, college and university activities
Implement existing extension and research projects effectively
Attend conferences, trainings, seminars and workshops related to the field of specialization
Prepare and present project reports
Write and submit 1 scientific publication to a referred journal

Results

Prepared one concept research proposal
Actively participated in all department, college and university activities
Effectively implemented 2 extension projects and 2 research projects
Attended conferences, trainings, seminars and workshops related to the field of specialization
Prepared reports and presented 1 research and 1 extension project during the annual In-House Review
Published one scientific article in the International Journal of Agriculture, Forestry and Life Sciences and co-authored one scientific article in the Annals of Tropical Research

Date: January, 2020

Target Date: December, 2020

Next Step:


Continue preparation of 1 research proposal for submission to funding agency.
Actively participate in all department, college and university activities
Continue implementation of existing extension and research projects effectively
Attend conferences, trainings, seminars and workshops related to the field of specialization
Write and submit 1 scientific publication to a referred journal
Present research findings in scientific conference


Outcome: _____

Final Step/Recommendation _____

Prepared by:

Conforme:


ARSENIO D. RAMOS
Name of Ratee/ Faculty


ROSARIO A. SALAS
Unit Head