SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ARSENIO D. RAMOS

Program Involvement	Percentage Weight of	Numerical Rating (Rating x %)	Equivalent Numerical
(1)	Involvement	(Rating x 70)	Rating
	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		$4.78 \times 50\% = 2.39$	
b. Students (50%)		$5.0 \times 50\% = 2.50$	
Total for Instruction	40%	4.89	1.956
2. Research			
a. Client/Dir. for Research (50%)		$5.0 \times 50\% = 2.50$	
b. Dept. Head/Center Director (50%)		$5.0 \times 50\% = 2.50$	
Total for research	30%	5.00	1.500
3. Extension	*		
a. Client/dir. For Extension (50%)		$5.00 \times 50\% = 2.50$	
b.Dept. Head/Center Director (50%)		$4.79 \times 50\% = 2.395$	
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:

RSENIO D. RAMOS

Name of Faculty

Reviewed by:

ROSARIO'A. SALAS

Department Head

Recommending Approval:

VICTOR B. ASIC 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 <u>January to June 2019.</u>

	/	^)
ARSENIO	D.	R	AMOS

Rate

Date: _____

	1	1			
ROSAR	10	A.	SAL	AS,	Ph.

Head, DOH

Date:

MFOs and Performance indicators			Success Indicator (SI)		Task Assigned	Target	Actual Accom- plishment	Quality	Efficiency	Timeliness	Average	Remark
	MINIMUM	Pis PER MI	O FOR ACADEMIC DEPARTMENT'S OPCR									
UFMO 1	ADVANCED ED	UCATON SE	RVICES	1						1		
	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 EDUCA	TION SERV	CES									
	OVPI MFO 1	Curriculur	n Program Management Services									

			Teach Hort 112 (lec and Lab), Hor	+1	T	T	T	T	T	
			144 Lec and Lab, Hort 195 and				_			
			Hort 200. Pls refer to FTE			4	5	5	4.67	
	DI 48	Total Hadanandusta FTF manitaned		20	21.40	/			1.01	
	PI 1*	Total Undergraduate FTE monitored	computation	20	21.40	-	 	-	-	
	PI 2	Number of undergraduate curricular programs compliant to CMO		 			-	-	-	
		approved and offered			-	-	-		-	
	PI 3	Averaged passing percentage in licensure examinations in								
		mandated program		ļ						
	PI 4	Number of undergraduate graduates in mandated programs				<u></u>				
		graduated within the prescribed period		6	5	4	5	5	4.67	
	PI 5	Percentag increase in the number undergrad students who								
		graduated withinn the prescribed period								
	PI 6	Percentage increase in the number undergrad students enrolled								
	PI 7	Number of academe/industry linkage established	USM	1	1	5	5	5	5	
	PI 8	Number of students advised	as adviser:7; as SRC: 5	12	12	15	14	5	4.67	
And the second s	PI 9	Number of student organizations advised/assisted					1		1	
	PI 10	Number of instructional materials developed						1		
UMFO 3	RESEARCH SERVICES									
	PI 1*	Number of published papers in internationally indexed journals		1			1	1		
								1		
			Submitted to International Journal	1				1	-	
		*	of Agriculture, Forestry, and Life			5	5	5	5	
		refereed int'l journals	Sciences (under review)	1	1					
		refereed nat'l journals	John Control (Wilder Feview)				-	+	-	
		institutional journals			 	-		+	-	
	PI 2*	Number of research outputs presented in regional/national/		1			-	+	-	
	P12	international for a/conferences	Forest Landscape Restoration	1 1	1	1	10	1.5	5	
			Forest Landscape Restoration	1	1	1 3	>	13	3	
		international for a/conferences		-		 	+		-	
		national for a/conferences					-	1		
		institutional for a/conferences	Cacao Multilocation trial	1	1	5		5	5	
			Cacao Multilocation trial, Edible							
			Landscaping and Forest			-	1_	5	5	
d.			Landscape Restoration (ACIAR)			5	5)		
	PI 3	Number of research projects conducted and/or complted on		3	3					
		scheduled								
	PI 4	Number of research proposals submitted								
	PI 5	Percent of research proposals approved								
			PCARRD Proj. Evaluation of			_	1	5	5	
	PI 6	Amount of research money generated from external funding	Promising Cacao Varieties	1.5 M	2.0 M	7	5	0	7	
	PI 7	Amount of research money generated from institutional funding								
	PI 8	Additional outputs								
		Number of research-related awards (faculty & student/faculty)								
UMFO 4	EXTENSION SERVICES					1				

id on

		DI 1	Number of nerson days trained weighted by length of training		T	100	100	1 4	T	T	111 (2	
		PI 1	Number of person-days trained weighted by length of training		Coconut Interero i	100	100	1	12	5	4.67	
		PI 2	Number of trainings conducted		Coconut Intercropping	2	2	4	15	1	4.67	
		PI 3	Number of IEC materials/technoguides developed/used			4	3	1 4	5	3	4.67	
		PI 4	Number of benificiaries served		-				-	-		
			Groups			2	2	5	5	15	15	
			Individuals			100	100	4	5	5	4.67	
		PI 5	Number of technical/expert services									
			Research Mentoring									
			Peer reviewers/Panelist		Peer reviewer (ATR, UPLB Graduate School, Science and Humanities Journal and ASSCAT Journal)	4	4	5	5	5	5	
			Resource Persons									
			Convenor/Organizer									
			Consultancy						1			
			Evaluator									
					Establishment of VSU Cacao and Coffee Techno-demo, Enhancing Agricultural Productivity in the City of Baybay Uisng the BIDANI			5	5	5	5	
		PI 6	Number of extension projects conducted		Strategy	2	2					
		PI 7	Number of exension proposals submitted									
		PI 8	Percent of extension proposals approved									
		PI 9	Amount of extension money generated from external funding									
		PI 10	Amount of extension money generated from institutional funding	g		150,000	180,000	4	5	-	4.67	
		PI 11	Additional outputs									
			Number of extension-related awards (extension conducted by									
		and the same of th	faculty and faculty & student	***********					 			
UMFO 5	SUPPORTING '	TO ORGANIZA		-					1			
	OVPI MFO 1		velopment Services	-			**************************************					
		PI 1	Number of faculty pursuing advanced research degree programs									
			(PhD) facilitated, monitored & assisted									
	OVPI MFO 2	Faculty Red	cruiting/Hiring Services								—	
		PI 1	Number of faculty recruited/hired aligned with ISO standard					***************************************				
	OVPI MFO 3	Faculty Fys	aluations Services									
	OVEL INITO 3	PI 1	Number of seminars/trainings/conventions/workshops coordinates	atad					-			
		FIL		iteu			····					
		01.2	for entire university	-4-d								
		PI 2	Number os seminars/trainings/conventions/workshops coordina	ated								
(outside of the university									

	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			1	1	4	1	5	4.67	
		conducted attended									
	PI 5	Additional outputs									
		Number of faculty/staff awards/honors received related to a	peratio	ns							
		support									***************************************
	OVPI MFO 4 Program a	nd institutional Accreditation Services									
	PI 1	Number of degree programs which passed accreditation/evalua	ation		2	2	5	5	5	5	
		at least Level 1									
	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/participat	ted/								
		facilitated									
MFO 6	GENERAL ADMINISTRATION	N & SUPPORT SERVICES									
	PI 1	Zero complaints from clients									
	PI 2	Additional Outputs/Best Practices									
		TOTAL OVER-ALL RATING									
		AVERAGE RATING							4.85		
		ADJECTIVAL RATING									

Evaluated and rated by: ROSARIO A. SALAS Head, DOH	Recommending Approval: VICTOR B. ASIO Dean, CAFS	Approved by: BEATRIZ/S. BELONIAS Vice President for Instruction
Date	Date:	Date

* on per capita basis

Comments & Recommendations for Development purposes

(cup up the good work

Table 1 FTE computation
Courses handled:

Second Sem		weeks/		T	
2017-2018	Contact hr/week	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	THE REAL PROPERTY.	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-lTotal					
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: <u>January</u> , 2019 Target Date: <u>December 2019</u>
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: <u>January</u> , 2020 Target Date: <u>December</u> , 2020
NI A CA
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