SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MARILOU M. BENITEZ**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	5	5X50%=2.5	
b. Students (50%)	4.667	4.667X50%=2.334	
TOTAL for Instruction		4.834X70%	3.384
2. Research	5	15%	0.75
3. Extension	5	10%	0.5
4. Administration	4.941	5%	0.247
5. Production			
TOTAL			4.881

EQUIVALENT NUMERICAL RATING: 4.881
Add: Additional Points, if any:
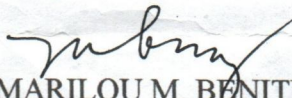TOTAL NUMERICAL RATING: 4.881
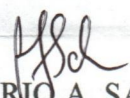
ADJECTIVAL RATING: O

Prepared by: Reviewed by:

MARILOU M. BENITEZ   ROSARIO A. SALAS
Name of Faculty   Head, DOH

                          Approved:

                          EDGARDO E. TULIN
                          President

Visayas State University
INSTRUCTION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, MARILOU M. BENITEZ, Assistant Professor, 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 2016.

ROSARIO A. SALAS
Head, Department of Horticulture

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

MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual Accom-plishment	Rating				Remark
					Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVENCED EDUCATION SERVICES									
OVPI MFO 1. Graduate Degree Program Management Services									
OVPI MFO 1. Graduate Degree Program Management Services									
PI 1: Graduate degree program monitored									
PI 2: Total graduate FTE monitored		Hort 214 lec and lab, 300,400	0.67	1.08	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 Management Services									
PI 1: Number of graduate students awarded with scholarship/ assistantship									
PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period									
PI 3: Number of graduate students awarded with honors/distinction									

Performance Indicator			
PI 4: Number of graduate student advised	as SRC – 1 student advised	1	1

UMFO 2. HIGHER EDUCATION SERVICES

OVPI MFO 1. Curriculum Program Management Services

Performance Indicator			
PI 1: Total undergraduate FTE monitored	Classes handled: Hort 22 lec,144,	46.31	51.19
PI 2: Number of undergraduate curricular program compliant to CMO, approved and offered			
PI 3: Average passing percentage in licensure examinations in mandated programs			
PI 4: Number of undergraduate graduates in mandated programs graduated within the prescribed period		5	5
PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period		5	5
PI 6: Percentage increase in the number of undrgraduate students enrolled		80	100
PI 7: Numbe of academe/industry linkage established			
PI 8: Number of students advised	as adviser: 5; asSRC 8	5	13
PI 9: Number of student organization advised	ViHOS	1	1
PI 10: Number of instructional materials developed	Hort 217	1	1

UMFO 3. RESEARCH SERVICES

Performance Indicator			
PI 1. Number of published papers in internationally indexed journals	Please see below	2	2
PI 2. Number of research outputs presented in regional/national/ int'l for a conferences	IRC, RMTU***	1	3
refereed int'l journals			
refereed nat'l journals			
institutional journals			
int'l fora/conferences			
nat'l fora/conferences			
reg'l fora/conferences			
institutional fora/conferences			

Indicator			
PI 3. Number of research projects conducted and/or completed on schedule			
PI 4. Number of research proposals submitted			
PI 5. Percent of research proposals approved			
PI 6. Amount of research money generated from external funding			
PI 7. Amount of research money generated from institutional funding			
PI 8. Additional outputs	ACIAR	300T	334T
No. of research-related awards (research conducted by faculty or student w/ faculty)			

UMFO 4. EXTENSION SERVICES

Indicator			
PI 1. Number of person-days trained weighted by length of training		20	25
PI 2. Number of trainings conducted	TESDA trainor, reso	2	3
PI 3. Number of IEC materials/technoguides developed/used	TESDA trainor, reso	2	4
PI 4. Number of beneficiaries served			
Groups	TESDA trainor, reso	1	3
Individuals		80	105
PI 5. Number of technical / expert services			
Research mentoring			
Peer reviewers/ Panelist			
Resource Person	TESDA trainor, reso	1	4
Convenor/ Organizer			

Consultancy									
Evaluator									
PI 6. Number of extension project conducted									
PI 7. Number of extension proposal submitted	HELP, Herbs, spice a	1	2						
PI 8. Percent of extension proposal approved	Herbs, spice and M	1	1						
PI 9. Amount of extension money generated from external funding									
PI 10. Amount of extension money generated from institutional funding									
PI 11. Additional outputs									
Number of extension-related awards (extension conducted by faculty and student									

UMFO 5. *SUPPORTING TO ORGANIZATION*

OVPI MFO 1. Faculty Development Services

PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted

OVPI MFO 2. Faculty Recruitment/Hiring Services

PI 1: Number of faculty recruited/hired aligned with ISO standards

OVPI MFO 3. Faculty Evaluation Services

PI 1: Number of seminars/ training/ conventions/ workshops coordinated for entire university

PI 2: Number of seminars/ training/ conventions/ workshops coordinated outside 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/training/ workshops/ reviews conducted/attended

PI 5: Additional outputs

Number of faculty/staffs awards/honors received realated to operations support

Income Generating Projects (IGP) handled

OVPI MFO 4. Program and Institutional Accreditation Services

PI 1: Number of degree programs which passed accreditation/evaluation at least Level

PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards

PI 3: Percentage of degree program complaint with CHED

PI 4: Additional outputs

Number of activities organized/ attended/ assisted/ participated/ facilitated

UIMFO 6.   General Administration and Support Services (GASS)

PI 1: Zero complaints from clients | 0

PI 2: Additional outputs/ Best practices

TOTAL OVERALL RATING :		104	
AVERAGE RATING :		4.9	
ADJECTIVAL RATING :		O	

Received by:

TERESITA L. QUINANOLA
IPRPEO

Date: _____

Calibrated by:

REMBERTO A. PATINDOL
Chairman, PMT

Date: _____

Recommending Approval:

BEATRIZ S. BELONIAS
Vice Pres. for Instruction

Date: _____

Approved:

EDGARDO E. TULIN
President

Date: _____