


## SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JEDESS MILADEL N. SALOMON  
Position/Designation: Asst. Prof. IV

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x%)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
<b>1. Instruction</b>	<b>25%</b>		
a. Head/Dean (50%)		4.85	0.606
b. Students (50%)		3.67	0.459
<b>TOTAL for Instruction</b>			<b>1.065</b>
<b>2. Research</b>	<b>15%</b>	<b>4.67</b>	<b>0.701</b>
<b>3. Extension</b>	<b>50%</b>	<b>4.75</b>	<b>2.375</b>
<b>3. Others</b>	<b>10%</b>	<b>5.00</b>	<b>0.500</b>
<b>TOTAL</b>	<b>100%</b>		<b>4.641</b>

**EQUIVALENT NUMERICAL RATING:** 4.641  
Add: Additional Points, if any:  
**TOTAL NUMERICAL RATING:** 4.641  
**ADJECTIVAL RATING:** OUTSTANDING

Prepared by:   
JEDESS MILADEL N. SALOMON  
Name of Staff

Reviewed by:   
ROMEL B. ARMECIN  
Director, NARC

Recommending Approved:   
ROMEL B. ARMECIN  
Director, NARC

Approved:   
SANTIAGO T. PEÑA JR.  
Vice-President for Research, Extension and Innovation

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JEDESS MILADEL N. SALOMON**, a faculty member of the NATIONAL ABACA RESEARCH CENTER commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January 2024 to June 2024.

**JEDESS MILADEL N. SALOMON**

Assistant Professor IV

Date: 7/11/24

Approved:

**ROMEL B. ARMECIN**

Director, NARC

Date: 7/12/24

**SANTIAGO T. PEÑA JR.**

Vice President for RE & I

Date: 7/12/24

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS
						Quantity	Efficiency	Timeliness	Average	
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	1	9.5	1	7	1	5	
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	1	2	7	5	5	5	
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2	4	5	5	4.67	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	4	4	5	5	4.67	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	2	3	5	5	5	5	



	<b>PI 8:</b> Number of students advised: *	<b>A16:</b> Number of students advised:	Acts as academic advisor to students							
		<b>A17:</b> Number of students advised on thesis/ field practice/special problem:		2	3	5	5	5	5	
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript		11	5	5	5	5	
		<b>A18:</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	15	5	5	5	5	
	<b>PI 10:</b> Number of instructional materials developed *	<b>A21:</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	1	4	5	5	4.67	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	5	5	4	5	5	4.67	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	8	9	5	5	5	5	
		<b>A23:</b> Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	1						

		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	1	4	5	5	4.67	
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1	1	4	5	5	4.67	
<b>UMFO 3 . RESEARCH SERVICES (15%)</b>										
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A 29.</b> Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1						
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences	1						
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	4	5	5	4.67	
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)								
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Acts as Managing Editor of refereed journal	1	1	4	5	5	4.67	
<b>UMFO 4. EXTENSION SERVICES (50%)</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	1	4	5	5	4.67	



	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	20	42.5	5	5	5	5	
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	4	5	5	4.67	
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and	1	1	4	5	5	4.67	
Others	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Prepares and submits extension report	1	2	5	5	5	5	
			Updates IEC materials	1	2	5	5	5	5	
	<b>Total Over-all Rating</b>					<b>Comments &amp; Recommendations for Development Purposes:</b> Need to participate relevant training on extension				
	<b>Average Rating</b>									
	<b>Adjectival Rating</b>									

Evaluated & Rated by:

**ROMEL B. ARMECIN**

Director, NARC

Date: 7/12/24

Recommending Approval

**IVY C. EMMACE**

Director for Research

Date: 7/16/24

Approved by:

**SANTIAGO T. PEÑA**

Vice President for RE & I

Date: 7/18/24





**TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING**

First Semester SY 2023-2024

Name of faculty: **SALOMON JEDESS MILADEL N.**  
Department: **Dept. of Development Communication**  
College: **College of Agriculture & Food Sciences**

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
DevC 135	WRITING AND REPORTING FOR DEVELOPMENT	LEC	3.00	Satisfactory	60.0%
DevC 135	WRITING AND REPORTING FOR DEVELOPMENT	LEC	4.00	Very Satisfactory	80.0%
DevC 135	WRITING AND REPORTING FOR DEVELOPMENT	LAB	4.00	Very Satisfactory	80.0%
DevC 135	WRITING AND REPORTING FOR DEVELOPMENT	LAB	3.00	Satisfactory	60.0%
Anth 11	CULTURAL ANTHROPOLOGY	LEC	4.00	Very Satisfactory	80.0%
Anth 11	CULTURAL ANTHROPOLOGY	LEC	4.00	Very Satisfactory	80.0%
Average Rating			3.67	Very Satisfactory	73.33%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)  
1.50 – 2.49 Fair (F)  
2.50 – 3.49 Satisfactory (S)  
3.50 – 4.49 Very Satisfactory (VS)  
4.50 – 5.00 Outstanding (O)

Prepared by:

**VANESSA W. NAZAL**

TPES in-Charge

Date: May 03, 2024

Attested by:

**MA. RACHEL M. LAURE**

Director, Instruction and Evaluation

Date: May 03, 2024

Received by:

**SALOMON JEDESS MILADEL N.**

Name and Signature of Faculty

Date: May 20, 2024

Distribution of copies: ODIE, College, Department, Faculty

Vision:

A globally competitive university for science, technology, and environmental conservation.

Mission:

Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: JEDESS MILADEL N. SALOMON

Performance Rating: VERY SATISFACTORY

Aim: To carry out research, extension, and instruction functions.

Proposed Interventions to Improve Performance:

Date: January 1, 2024

Target Date: June 30, 2024

### First Step:

- Develop and submit research proposal.
- Develop and submit extension proposal.
- Facilitate/organize trainings, workshop, etc. graduate students.
- Update/Improve IMS.

### Result:

- Research proposal submitted to VSU.
- 1 Research project conducted.
- Extension proposal submitted to VSU.
- Additional trainings and workshop conducted.

Date: January 1, 2024

Target Date: June 30, 2024

### Next Step:

- Present research results and extension accomplishments..
- Evaluate student outputs and compute grades.

### Outcome:

- Hopefully,
- Students with more knowledge.
- Research that can be published.
- Assisted Abaca stakeholders.

### Final Step/Recommendation:

- Needs to attend training related to extension and communication.

Prepared by:

  
**ROMEL B. ARMECIN**  
Unit Head

Conforme:

  
**JEDESS MILADEL N. SALOMON**  
Name of Ratee Faculty/Staff