

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

**Name of Faculty Member: Name Luz Geneston Asio (Position Assistant Professor 2)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	35.00	4.90	1.72
b. Students	35.00	5.00	1.75
Total for Instruction	70		3.47
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research	25	4.90	1.23
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension	5.00	4.80	0.24
4. Administration			0.00
5. Production	-		
TOTAL	100		4.93

EQUIVALENT RATING:	NUMERICAL
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10

4.93

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.93

ADJECTIVAL RATING:

## OUTSTANDING

Prepared by:

Reviewed by:

Name Luz Geneston Asio

Name of Faculty

BERTA C. RATILLA

Head, Department of Agronomy

Recommending Approval:

VICTOR B. ASIO, Ph.D.

Dean, College of Agriculture and Food Science

Approved by:

BEATRIZ S. BELONIAS

Vice President, Instruction

Visayas State University  
College of Agriculture Food and Science  
**DEPARTMENT OF AGRONOMY**  
Visca, Baybay City, Leyte

### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, LUZ G. ASIO, Assistant Professor 2 of the Department of Agronomy, 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 to December 2018.

**LUZ G. ASIO**  
Assistant Professor 2  
Date: 26 Jan 2019

**BERTA C. RATILLA**  
Head, Department of Agronomy  
Date: Jan 28, 2019

MFO No.	MFO Description	Success Indicator (SI)	%	Task Assigned	Target	Actual Accomplishment	Rating				Remark
							Quality	Efficiency	Timeliness	Average	
UMFO 1. Advanced Education Services											20%
OVPI MFO 1. Graduate Degree Program Management Services											
0 = 3	1 = 4.8	>2 = 5.0	PI 1: Number of graduate degree specializations offered and monitored		Number of graduate degree specializations monitored						
1.5	2.0	4.8	PI 2: Total FTE monitored		Total FTE	0.5	2.81	5	5	5	5.00
			PI 3: Percentage increase in number of graduate students enrolled		Monitored graduate students enrolled in the university	1	2	4.9	4.9	4.8	4.87
			PI 4: Number of graduate program proposed and approved		Number of curricular program proposed and approved						
			PI 5: Number of thesis advisees who graduated within prescribed period		Number of graduate students who graduated on time						
			PI 6: Percentage increase in number of students who graduated within prescribed period		Recommended graduate students for graduation						
OVPI MFO 2. Graduate Student Management Services											
			PI 1: Number of graduate students awarded with scholarship/ assistantship		Monitored graduate students awarded with scholarship/assistantship	1	2	4.9	4.9	4.8	4.87

	PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period		Monitored graduate students awarded with scholarship/ assistantship who graduated within prescribed period							
UMFO 2. Higher Education Services										
OVPI MFO 1. Curriculum Program Management Services										
	PI 1: Total FTE monitored		Total FTE	10	13.3	5	5	5	5.00	
	PI 4: Percentage increase in number of undergraduate students enrolled		Reviewed and approved the offering of unscheduled subjects							
	PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period		Evaluated credentials of graduating students with latin honors with the Honors and Awards Committee							
	PI 6: Percentage passing of students in licensure board examination		Gave due recognition to placers of the PRC Licensure Board Examinations							
	PI 7: No. of students graduated within the prescribed period		Recommended for approval graduate students awarded with honors/distinction							
OVPI MFO 2. Student Management Services										
UMFO 3. Research Services										
	PI 1. Number of published papers in internationally indexed journals									
	<i>In refereed int'l journals</i>									
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences			1	2	5	5	5	5.00	
	<i>In nat'l fora/conferences</i>									
	PI 3. Number of research projects conducted and/or completed on schedule									
	No. of technical/expert services (as peer reviewer)			1	2	4.8	4.8	4.8	4.80	
UMFO 4. Extension Services										
	PI 4. Number of extension projects conducted and/or completed on schedule		CAFS -BIDANI project							
UMFO 5. Support to Operations (STO)										
OVPI MFO 1. Faculty Development Services										
OVPI MFO 2. Faculty Recruitment/Hiring Services										
OVPI MFO 3. Faculty Evaluation Services										
OVPI MFO 4. Admission & Registration Services										
OVPI MFO 5. Guidance and Counselling & Support to Students Services										
OVPI MFO 6. Library Services										
OVPI MFO 7. Distance Education Services										
OVPI MFO 8. Program and Institutional Accreditation Services										
OVPI MFO 9. Development Broadcasting & Communication Services										



UMFO 6. General Administration and Support Services (GASS)									
OVPI MFO 1. Administrative and Facilitative Services									
	PI 2: Number of university committees/ boards/council chaired & coordinated		Attended college and university committess meeting	5	6	4.8	4.8	4.8	4.80
	PI 5: Number of frontline academic services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously		Monitored frontline academic services and ensured to be customer friendly and efficient						
	PI 6: Percentage of new faculty recruited/hired using procedures aligned with ISO standards		Reviewed and evaluated faculty recruited/hired using ISO standards as Dept. APC member						
	PI 7: Number faculty recommended for graduate studies		Recommended for approval to the University President as Dept. APC member						
	PI 9: Percentage of faculty evaluated by their students		Coordinated and monitored faculty evaluation by their students						
OVPI MFO 2. Frontline Services									
	PI 1. Efficient and customer-frienly frontline service		Zero percent complaint from clients served						
	Best practices/new initiatives		Subsidized students' contribution during parties						
			Set schedules of thesis manuscript processing to assure on time graduation						
Total Over-all Rating									4.80
Average Rating						4.91	4.91	4.89	4.90
Adjectival Rating								OUTSTANDING	

**Comments and Recommendations for Development Purpose:**

*Keep up the outstanding performance.*

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

Evaluated and Rated by:

*Berta C. Ratilla*  
**BERTA C. RATILLA**  
 Head, Department of Agronomy  
 Date: \_\_\_\_\_

Recommending Approval:

*Victor B. Asio*  
**VICTOR B. ASIO, Ph.D.**  
 Dean, College of Agriculture and Food Science  
 Date: \_\_\_\_\_

Approved by:

*Beatriz S. Belonias*  
**BEATRIZ S. BELONIAS**  
 Vice President, Instruction  
 Date: \_\_\_\_\_

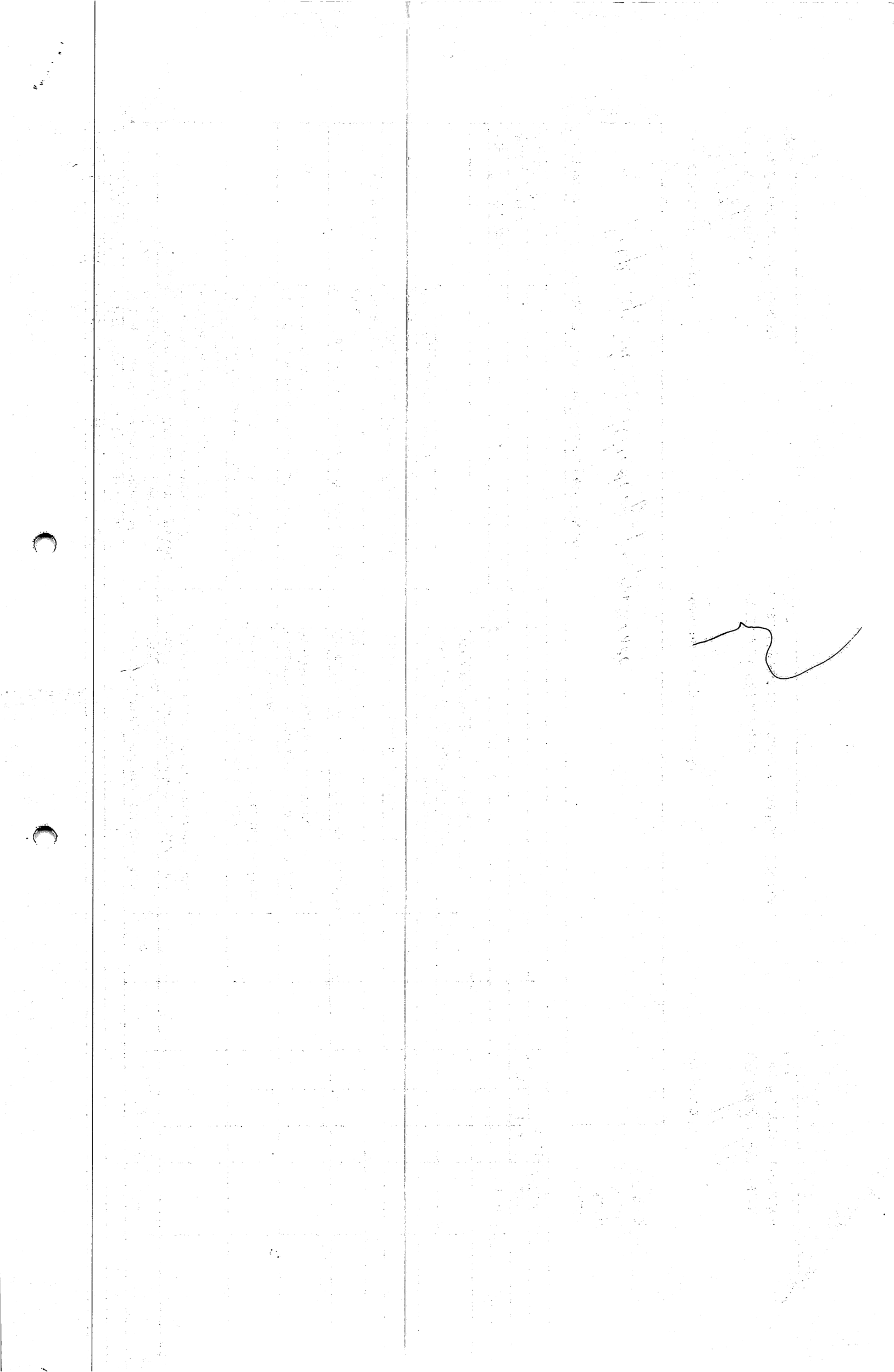




Exhibit L

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: LUZ G. ASIO

Performance Rating: \_\_\_\_\_

Aim: To enhance performance in teaching, research and extension

Proposed Interventions to Improve Performance:

Date: July 2018      Target Date: December 2018

First Step:

1) Attend trainings and seminars, present papers in scientific conferences

Result: Attended training and presented papers in scientific conferences

2) Improved teaching skills as well as in research and extension

Date: January 2019

Target Date: December 2019

Next Step:

Write scientific publications

Outcome: Submitted paper for evaluation in refereed journals  
Awarded Tropentag Travel Award

Final Step/Recommendation:

Prepared by:

  
**BERTA C. RATILLA**  
Unit Head

