

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Ma. Gweneth M. Abit (Instructor I)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	40.00	4.85	1.94
b. Students	40.00	4.00	1.60
Total for Instruction	80		3.54
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director			
Total for Research			
3. Extension	20	4.00	0.80
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			
Total for Extension			0.00
4. Administration			0.00
5. Production	-		
TOTAL	100		4.34

EQUIVALENT NUMERICAL RATING: **4.34**

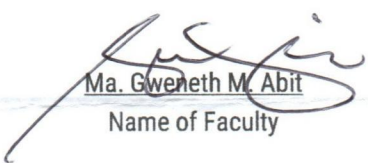
Add: Additional Points, if any:


TOTAL NUMERICAL RATING: **4.34**

ADJECTIVAL RATING: **VERY SATISFACTORY**


Prepared by:

Reviewed by:

  
Ma. Gweneth M. Abit  
Name of Faculty

  
ULYSSES A. CAGASAN  
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, Ma. Gweneth M. Abit, Instructor I 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 2019.

*Ma. Gweneth M. Abit*  
Instructor I  
Date: January 29, 2020

*Ulysses A. Cagasan*  
Head, Department of Agronomy  
Date: Jan. 29, 2020

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	5	3.67	4.8	4.8	4.8	4.80	
		PI 3: Percentage increase in number of graduate students enrolled		Monitored graduate students enrolled in the university							
		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							
		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							
Control 11/1/18											

Control No. 118



<b>UMFO 2. Higher Education Services</b>									
<b>OVPI MFO 1. Curriculum Program Management Services</b>									
	PI 1: Total FTE monitored		Total FTE	10	33.45	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						
<b>OVPI MFO 2. Student Management Services</b>									
<b>UMFO 3. Research Services</b>									
	PI 1. Number of published papers in internationally indexed journals			1	0	3	3	3	3.00
	<i>In refereed int'l journals</i>								
	PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
	<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)								
<b>UMFO 4. Extension Services</b>									
	PI 4. Number of extension projects conducted and/or completed on schedule		"Season long Promotion of VSU Low Cost Rice Production Technology" cum Farmer Field School (FSS)	1	1	4.8	4.8	4.8	4.80
<b>UMFO 5. Support to Operations (STO)</b>									
<b>OVPI MFO 1. Faculty Development Services</b>									
<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>									
<b>OVPI MFO 3. Faculty Evaluation Services</b>									
<b>OVPI MFO 4. Admission &amp; Registration Services</b>									
<b>OVPI MFO 5. Guidance and Counselling &amp; Support to Students Services</b>									
	PI 1: Number of guidance activities conducted		Monitored guidance activities conducted	1	1	4.8	4.8	4.8	4.80
	PI 2: Number of students who have availed of guidance and counselling services		Academic advisee guided and advised as organization adviser	1	1	4.8	4.8	4.8	4.80
	PI 3: Percentage of students awarded scholarship and grants		Monitored number of students awarded with scholarships and grants						

	PI 4: Number of best practices on students services implemented									
OVPI MFO 6. Library Services										
OVPI MFO 9. Development Broadcasting & Communication Services										
UMFO 6. General Administration and Support Services (GASS)										
OVPI MFO 1. Administrative and Facilitative Services										
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										27.20
Average Rating										4.53 4.53 4.53 4.53
Adjectival Rating										VERY SATISFACTORY

**Comments and Recommendations for Development Purpose:**

*Improve<sup>your</sup> teaching strategies and submit<sup>your</sup> grades on time*

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

Evaluated and Rated by:

**ULYSSES A. CAGASAN**

Head, Department of Agronomy

Date: 02/2/2020

Recommending Approval:

**VICTOR B. ASIO, Ph.D.**

Dean, College of Agriculture and Food Science

Date: \_\_\_\_\_

Approved by:

**BEATRIZ S. BELONIAS**

Vice President, Instruction

Date: \_\_\_\_\_



Exhibit L

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: MA. GWENETH M. ABIT  
Performance Rating: OUTSTANDING

**Aim:** To sustain the outstanding rating

**Proposed Interventions to Improve Performance**

Date: January 30, 2020

Target Date: January to December 31, 2020

**First Step:**

---

To improve teaching strategies and submit grades on time  
Attend and present papers in scientific conferences (national and international)

**Result:**

Improved teaching strategies and submitted grades on time  
Attended and presented paper in scientific conference

**Target Date:** July 1 to Dec. 31, 2020

**Next Step:**

Attend trainings/seminars/conferences to widen knowledge and experience and write scientific paper for publication

**Outcome:** Attended trainings and published scientific articles in refereed journals

**Final Step/Recommendation:**

Maintain outstanding rating and publish research paper in refereed journals

Prepared by:

  
**ULYSSES A. CAGASAN**  
Unit Head

Conforme:

  
**MA. GWENETH M. ABIT**  
Name of Ratee Faculty/Staff