

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Victor B. Asio (Professor VI)**

Period: **July to December, 2018**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. VP for Instruction (50%)	12.5%	5.00 x 0.125	0.625
b. Students (50%)	12.5%	5.00 x 0.125	0.625
Total for Instruction	25%		1.250
2. Research			
a. Client/Dir. for Research (50%)	12.5%	5.00 x 0.125	0.625
b. Dept. Head/Dean (50%)	12.5%	5.00 x 0.125	0.625
Total for Research	25%		1.250
3. Extension			
a. Client/Dir. for Extension (50%)	10%	5.00	0.500
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	40%	4.975	1.990
5. Production			
TOTAL			4.990

EQUIVALENT NUMERICAL RATING: **4.990**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.990**


ADJECTIVAL RATING:

OUTSTANDING

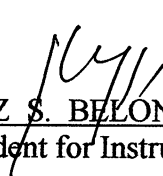
Prepared by:

Reviewed by:

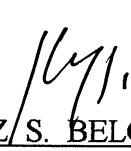

VICTOR B. ASIO
Name of Staff


SUZETTE B. LINA
Dept./ Office Head

Recommending Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

Approved:


BEATRIZ S. BELONIAS
Vice President for Instruction

DECLASSIFIED BY: 6032 GPO/KAC/JAL
ON: 09-08-2013

17. Medical and dental records should be kept
for one year after the last date of service.

100-443887-1000

STANDARD FORM NO. 64

DocId: 34067894

DATE: 10/11/11
TIME: 10:00


January 1, 2019

SECRET

$$\frac{1}{2}(\mathbf{A} + \mathbf{A}^T) = \mathbf{A}_s, \quad \frac{1}{2}(\mathbf{A} - \mathbf{A}^T) = \mathbf{A}_a$$

100-442431-108; L/CS/1
 100-442431-109; L/CS/1

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)


VICTOR B. ASIO, Ph.D.
Ratee

MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Details of Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 1: Advanced Higher Education Services										
Graduate Degree Program Management Services										
		PI 1. Number of FTE	Total FTE ; Trec 207 Lec and Lab (4 students); SS 212 (Lec&Lab-9);SS118 (Lec&Lab-11); SS 199C (11 students)	2.5	3.33	5.0	5.0	5.0	5.0	
		PI 2. Number of graduate students enrolled (advisees)	Monitored graduate students under my advisorship	4	7	5.0	5.0	5.0	5.0	Belmores, Mahipos, Villacorta, Galvez, Cagasan,Modina, Cumad
		PI 3. Number of undergraduate programs of the college monitored	BSA, BSFT,BAS,BSDC,BSDE	5	7	5.0	5.0	5.0	5.0	MS-Soil Science & MS Agron
		PI.4 Percentage increase in number of graduate students who graduated within prescribed period	Recommended graduate students for graduation	1	1	5.0	5.0	5.0	5.0	Cumad

1992

1990

[illegible][illegible]

1. *Introduction*
 2. *Background*
 3. *Methodology*
 4. *Results*
 5. *Discussion*
 6. *Conclusion*
 7. *References*
 8. *Appendix*
 9. *Tables*
 10. *Figures*
 11. *Supplementary Materials*
 12. *Correspondence*
 13. *Conflict of Interest*
 14. *Acknowledgments*
 15. *Author Contributions*
 16. *References*
 17. *Appendix*
 18. *Tables*
 19. *Figures*
 20. *Supplementary Materials*
 21. *Correspondence*
 22. *Conflict of Interest*
 23. *Acknowledgments*
 24. *Author Contributions*
 25. *References*
 26. *Appendix*
 27. *Tables*
 28. *Figures*
 29. *Supplementary Materials*
 30. *Correspondence*
 31. *Conflict of Interest*
 32. *Acknowledgments*
 33. *Author Contributions*
 34. *References*
 35. *Appendix*
 36. *Tables*
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 38. *Supplementary Materials*
 39. *Correspondence*
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 41. *Acknowledgments*
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 45. *Tables*
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 93. *Correspondence*
 94. *Conflict of Interest*
 95. *Acknowledgments*
 96. *Author Contributions*
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 98. *Appendix*
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 100. *Figures*
 101. *Supplementary Materials*
 102. *Correspondence*
 103. *Conflict of Interest*
 104. *Acknowledgments*
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 108. *Tables*
 109. *Figures*
 110. *Supplementary Materials*
 111. *Correspondence*
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 153. *Tables*
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 165. *Correspondence*
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 191. *Supplementary Materials*
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 241. *References*
 242. *Appendix*
 243. *Tables*
 244. *Figures*
 245.

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Graduate Student Management Services

		PI1. Number of Graduate thesis outline approved	Read and approved thesis outline	1	6	5.0	5.0	5.0	5.0	Cumad, Villacorta
		PI2. Number of Graduate manuscripts approved	Read, provide suggestions for improvement and approved graduate manuscript	1	1	5.0	5.0	5.0	5.0	Cumad
		PI3: Number of graduate students awarded with scholarship/ assistantship (Advisees and GAC)	Monitored graduate students awarded with scholarship	2	7	5.0	5.0	5.0	5.0	All DOST scholars of CAFS
		PI4: Percentage of graduate students awarded with scholarship/assistantship who graduated within prescribed period	Monitored and recommended graduate students awarded with scholarship for graduation	1	1	5.0	5.0	5.0	5.0	Cascante
		PI5. Number of graduate students gainfully employed in jobs related to their graduate program	Disseminated information on job availability to the young graduates and some were recommended to jobs related to their trainings	0	1	5.0	5.0	5.0	5.0	Cumad, Cascante

MFO 2 Higher Education Services

Under Graduate Degree Program Management Services

		PI 1. Number of FTE	Taught ss 197 & SS 111	0.00	4.4	5.0	5.0	5.0	5.0	
		PI 2. Number of degree programs compliant to CMO supervised and monitored	Supervised and monitored BSA, BSDevCom, BSFT programs compliant to CMO	1	3	5.0	5.0	5.0	5.0	
		PI.3 Percentage increase in number of students who graduated within prescribed period	Recommended undergraduate students for graduation	2	2	5.0	5.0	5.0	5.0	

[illegible]

Year	Month	Day	Time	Location	Remarks
1900	Jan	1	10:00	San Francisco	Arrived from New York
1900	Jan	2	10:00	San Francisco	Left for New York
1900	Jan	3	10:00	San Francisco	Arrived from New York
1900	Jan	4	10:00	San Francisco	Left for New York
1900	Jan	5	10:00	San Francisco	Arrived from New York
1900	Jan	6	10:00	San Francisco	Left for New York
1900	Jan	7	10:00	San Francisco	Arrived from New York
1900	Jan	8	10:00	San Francisco	Left for New York
1900	Jan	9	10:00	San Francisco	Arrived from New York
1900	Jan	10	10:00	San Francisco	Left for New York
1900	Jan	11	10:00	San Francisco	Arrived from New York
1900	Jan	12	10:00	San Francisco	Left for New York
1900	Jan	13	10:00	San Francisco	Arrived from New York
1900	Jan	14	10:00	San Francisco	Left for New York
1900	Jan	15	10:00	San Francisco	Arrived from New York
1900	Jan	16	10:00	San Francisco	Left for New York
1900	Jan	17	10:00	San Francisco	Arrived from New York
1900	Jan	18	10:00	San Francisco	Left for New York
1900	Jan	19	10:00	San Francisco	Arrived from New York
1900	Jan	20	10:00	San Francisco	Left for New York
1900	Jan	21	10:00	San Francisco	Arrived from New York
1900	Jan	22	10:00	San Francisco	Left for New York
1900	Jan	23	10:00	San Francisco	Arrived from New York
1900	Jan	24	10:00	San Francisco	Left for New York
1900	Jan	25	10:00	San Francisco	Arrived from New York
1900	Jan	26	10:00	San Francisco	Left for New York
1900	Jan	27	10:00	San Francisco	Arrived from New York
1900	Jan	28	10:00	San Francisco	Left for New York
1900	Jan	29	10:00	San Francisco	Arrived from New York
1900	Jan	30	10:00	San Francisco	Left for New York
1900	Jan	31	10:00	San Francisco	Arrived from New York

Undergraduate Student Management Services										
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser, SRC member	2	7	5.0	5.0	5.0	5.0	Abrematea, Amper, Belmores, Cabantoc, Eñerez, Mahipos, Rojas
		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and dept. head	3	3	5.0	5.0	5.0	5.0	
		Student advising and consultation services								
		PI 3. Number of academic advisees	Advise students on what subjects to take and approve COR	8	15	5.0	5.0	5.0	5.0	1st yr to 4th yr
		PI 4. Number of student-related activities assisted	Approve and monitor student activities as adviser and Dean	5	10	5.0	5.0	5.0	5.0	CAFS SSC activities, & overtime work during the conduct of students' thesis
		PI 5. Number of instructional materials developed/revised								
		<i>Revised Lab. Manual (SS 22 and Envi 114)</i>	Review the revised lab manual in SS 22/Summer practicum as Professor, Dean and contributor	1	3	5.0	5.0	5.0	5.0	SS 22, SS 110 and Envi 114, SS 110
		PI 6. Additional outputs								
MFO3. Faculty Evaluation Services		PI 1. Teaching Performance	All subjects handles	VS	Outstanding	5.0	5.0	5.0	5.0	All subjects
MFO 4 Research Services										
		PI 1. Number of published papers in internationally indexed journals								

Station	Time	Wind	Temp	Bar	Hum	Clouds	Remarks
1	0800	10	20	1010	85	100	Light rain
2	0900	12	21	1010	85	100	Light rain
3	1000	15	22	1010	85	100	Light rain
4	1100	18	23	1010	85	100	Light rain
5	1200	20	24	1010	85	100	Light rain
6	1300	22	25	1010	85	100	Light rain
7	1400	25	26	1010	85	100	Light rain
8	1500	28	27	1010	85	100	Light rain
9	1600	30	28	1010	85	100	Light rain
10	1700	32	29	1010	85	100	Light rain
11	1800	35	30	1010	85	100	Light rain
12	1900	38	31	1010	85	100	Light rain
13	2000	40	32	1010	85	100	Light rain
14	2100	42	33	1010	85	100	Light rain
15	2200	45	34	1010	85	100	Light rain
16	2300	48	35	1010	85	100	Light rain
17	0000	50	36	1010	85	100	Light rain
18	0100	52	37	1010	85	100	Light rain
19	0200	55	38	1010	85	100	Light rain
20	0300	58	39	1010	85	100	Light rain
21	0400	60	40	1010	85	100	Light rain
22	0500	62	41	1010	85	100	Light rain
23	0600	65	42	1010	85	100	Light rain
24	0700	68	43	1010	85	100	Light rain

		<i>In refereed int'l journals</i>		2		5.0	5.0	5.0	5.0	
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
		<i>In nat'l fora/conferences/Seminars</i>	ACIAR Soil Project Meeting; Farmers' Training, RDE Inhouse Review, Food for the Hungry Seminar	1	3	5.0	5.0	5.0	5.0	
		PI 3. Number of research projects conducted and/or completed on schedule	Soil ACIAR Project, Cocoboard, Limestone, Yolanda Project	1	3	5.0	5.0	5.0	5.0	
		PI 4. Number of research proposals prepared	Proposal Submitted CHED	0	1	5.0	5.0	5.0	5.0	CHED-NAFES
		PI 5. Amount of research money generated from external funding (Thousand PHP)	ACIAR Soil Project Meeting	0	ACIAR-8M; COCO-500K; DOST-9.5M	5.0	5.0	5.0	5.0	
		PI 6. Amount of research money generated from institutional funding (Thousand PHP)	VSU (Tracer Study)	0	250K - Limestone project	5.0	5.0	5.0	5.0	
		PI 7. Number of trainings/workshops attended	Organic Agriculture, DOST Scientific Conference	2	2	5.0	5.0	5.0	5.0	
		PI 8. Additional outputs								
		No. of research-related awards (research conducted by faculty or student w/ faculty)	Publication award	1	2	5.0	5.0	5.0	5.0	senior author and co-author
		PI 9. Number of articles reviewed and edited	Editor-in- Chief of ATR	12	35	5.0	5.0	5.0	5.0	Editor - ATR
		PI 10. Number of linkages forged								
		International	Erasmus Mundus Program; Australian Center of International Agricultural Research; SWISS Foundation	1	3	5.0	5.0	5.0	5.0	
		National	Department of Science and Technology	0	1	5.0	5.0	5.0	5.0	
		Regional/Institutional/Local	VSU	0	1	5.0	5.0	5.0	5.0	

MFO 5 Extension										
		PI 1. Number of Training Conducted	Soil Fertility Assessment	0	1	5.0	5.0	5.0	5.0	
		PI 2.Number of scientific events serveds as technical expert	RDE Panelist; reviewer	2	3	5.0	5.0	5.0	5.0	
		PI 2.1.RDE Reviewer/Panelist	RDE Inhouse review	2	3	5.0	5.0	5.0	5.0	CAFS, CFES, DOE, PHILidar
		PI 2.2. Resource Person	Scientific Writing Workshop	2	4	5.0	5.0	5.0	5.0	
		PI 2.3. Editor in International Journal	International Journal of Ecology and Development and International Soil Conservation Journal	1	2	5.0	5.0	5.0	5.0	
MFO 6 Support to Operations										
	<i>Faculty Development Services</i>									
		PI 1. Number of faculty pursuing advanced research degree programs (PhD.) facilitated, monitored & assisted under the College	Recommended Faculty of different departments under the college in pursuing graduate studies	4	14	5.0	5.0	5.0	5.0	
MFO 7 General Admin and Support Services										
		PI 1. Number of departments and/or service units supervised and monitored	DSS, DA, DAS, DOH, DPM, DFST, DPBG, DDC, DCDE, ATR, CAFS, DOST	8	12	5.0	5.0	5.0	5.0	
		PI 2. Number of documents attended and served	DTR, CSR, PRs, Job requests, letter requests, IPCR,OPCR,PPMP, Faculty workload	20	150	5.0	5.0	5.0	5.0	
		PI 3. Number of CAFS-EXECOM meetings conducted	Meeting with department heads	3	3	5.0	5.0	5.0	5.0	
		PI 4. Number of EXECOM meetings attended	Regular and emergency meeting	2	2	5.0	5.0	5.0	5.0	
		PI 5. Number of College/University meetings attended	UADCO,Accreditation, QAC, meeting at OP	2	10	5.0	5.0	5.0	5.0	
		PI 6. Number of committee membership	UADCO, UAC, APB, AACCUP-University, PBB, Strat Paln	2	8	5.0	5.0	5.0	5.0	

		PI 7. Number of office and laboratory equipment requested and acquired through the project	laboratory materials and etc	3	4	5.0	5.0	5.0	5.0	
		PI 8. Editor in Chief of Univ. Journal	Reviewed and edited articles; facilitated in assigning reviewers, printing and reproduction of journal	10	40	5.0	5.0	5.0	5.0	ATR Articles
		PI 9. Coordinator of scholarship programs	EXPERTS and AREAS of Erasmus Mundus) and DOST ASTHRDP scholarship; Monitoring of scholars; coordinate with EU partners; prepared and submitted proposal	1	3	5.0	5.0	5.0	5.0	
		PI 10. Number of scholars monitored under DOST and Erasmus Mundus	Monitor scholars in terms of their academic performance and thesis	15	58	5.0	5.0	5.0	5.0	
		PI 11. Zero percent complaint from clients served	None	0 % complaint	0 % complaint					
Total Over-all Rating						230.000				
Average Rating						5.000				
Adjectival Rating										

Average Rating (Total Over-all rating divided by 4)	230
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	
FINAL RATING	5.00
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development Purpose:

Dr. Asio showed outstanding performance in instruction, research, extension and administration responsibilities. His outstanding performance in his duties and responsibilities serves as a role model to our young faculty.

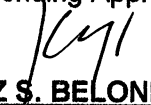
Evaluated and Rated by:


SUZETTE B. LINA

Head, DSS

Date: _____

Recommending Approval:


BEATRIZ S. BELONIAS, Ph.D.

VP for Instruction

Date: _____

Approved:


BEATRIZ S. BELONIAS, Ph.D.

VP for Instruction

Date: _____

2 – Efficiency

3 – Timeliness

4 – Average

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EMPLOYEE DEVELOPMENT PLAN

Name of Employee: VICTOR ASIO
Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: June 2018

Target Date: December 2018

First Step:

Attend and participate in national and international scientific forum
Maintain research collaboration of VSU with Australian Government for Australian funded research (ACIAR- Soils Project)
Review manuscripts as Editor of Annals of Tropical Research journal
Manage and coordinate Erasmus mundus and DOST scholarships
Spearhead in the proper implementation of different curricular programs of the College
Maintain the quality of each program of the college by subjecting to accreditation

Result:

Has reviewed and edited manuscript for Annals of Tropical Research
Has maintained the collaboration of VSU with Australian Government for ACIAR Soils Project
Has managed and coordinated the Erasmus mundus and DOST scholarships
Spearheaded in the proper implementation and maintained the excellent quality of the different curricular programs of the college

Date: June 2018

Target Date: December 2018

Next Step:

Invite and encourage more international collaborators to enhance tie-ups between potential and existing partner.
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Outcome: Enhance tie-ups between potential and existing partners for possible project implementation.

Final Step/Recommendation:

If proposal is approved and budget is ready, then implementation will follow.

Prepared by:


SUZETTE B. LINA
Unit Head

Conforme:


VICTOR B. ASIO
Name of Faculty

THE UNITED STATES OF AMERICA

DEPARTMENT OF THE INTERIOR

BUREAU OF LAND MANAGEMENT

WASHINGTON, D. C. 20250

TO: [illegible]
FROM: [illegible]
SUBJECT: [illegible]

DATE: [illegible]

RE: [illegible]

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