SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **FELICIANO G. SINON**
Position/Designation: **Professor VI**

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x%)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction	25%		
a. Head/Dean (100%)		4.94	1.235
b. Students (%)			
TOTAL for Instruction			1.235
2. Research	50%	4.87	2.435
3. Extension	15%	4.91	0.737
4. Others	10%	4.88	0.488
TOTAL	100%		4.895

EQUIVALENT NUMERICAL RATING: 4.895
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.895
ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

ROMEL B. ARMECIN
Name of Staff

Reviewed by:

ROSA OPHELIA D. VELARDE
Director for Research

Recommending Approved:

ROSA OPHELIA D. VELARDE
Director for Research

Approved:

MARIA JULIET C. CENIZA
Director for Research, Exntension and Innovation

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **FELICIANO G. SINON**, *Professor VI* of the **National Abaca Research Center-Visayas State University** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July to December 2023**.

FELICIANO G. SINON	ROMEL B. ARMECIN	MARIA JULIET C. CENIZA
Ratee	NARC, Director	Vice President for RE & I
Date: 01/11/2024	Date: 01/11/2024	Date: 01/16/2024

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	Q¹	E²	T³	A⁴	Remarks
MFO1: Advanced and Higher Education Services		Instruction: At least 25% of the total tasks							
PI1: Full-Time Equivalent (FTE)	Number of course/subjects/sections handled per semester	- Teaches course/subject/section per semester	2 subject/section	2 subject/sections	4.5	5	5	4.8	
PI2: Student advising and consultation services	Number of hours spent to student consultation per semester	- Renders student consultation	- 4 hrs/wk student consultation	5 hrs/week	5	5	5	5	
	Number of student advisees and/or SRC membership	- Handles student advisee and/or SRC membership per semester	- 2 student advisee and/or SRC membership per semester	4 advisees/SRC	5	5	5	5	
MFO2: Research Services		Research: At least 50% of the total tasks							
PI1: Number of Outputs Published in CHED accredited journals/ internationally indexed journals	Number of outputs published in CHED accredited/ indexed journals	- Develops and submits publications in refereed/indexed journals	1 technical paper	1 UM Patent application	4.5	5	5	4.8	
Add On									

PI2: Number of Outputs presented in regional/ national/international fora/conferences	Number of research outputs presented to international/national/regional and local fora or conferences	- Develops and presents research output to scientific for a/conferences	- 1 Research output presented (paper/poster per year)	1 poster presented	4.5	5	5	4.8✓	
		- Conducts/implements research projects/studies	- 1 research project/study per year	1 research project conducted	4.5	5	5	4.8✓	
MFO3: Extension Services		Exension: At least 15% of the total tasks		1 poster won 1st prize during Regional RDE	5	5	5	5	
PI1: Number of Trainings conducted	Number of person-days served/briefed/trained	- Briefs walk in clientels/visitors on abaca and/or conducts on-site consultations	5 persons briefed/served/trained	6 persons briefed	5	5	5	5	
		- Conducts/implements extension projects/components	- 1 extension project/component per year	1 extension project	4.5	5	5	4.8✓	
Production:		Other Activities: At least 10% of the total tasks							
	Amount in Peso generated	generate income	50,000 pesos	200,000 Pesos	5	5	5	5	
	No. of project conducted	conducts IGP project	1 project	1 project	4.5	5	5	4.8✓	
	No. of reports submitted	make and submit reports	1 report	1 report	4.5	5	5	4.8✓	
Total Over-all Rating									
Ave. Rating (Total Over-all rating Additional Points:									Comments & Recommendations for Development Purposes:
Punctuality		-							Excellent in research and extension outputs
Approved Additional points		-							
(with copy of approval)									
FINAL RATING				4.90					
ADJECTIVAL RATING				OUTSTANDING					

Evaluated and Rated by:

ROMEL B. ARMECIN
NARC, Director
Date: 09/11/2024

Recommending Approval:

ROSA OPHELIA D. VELARDE
Director for Research
Date: 07/18/2024

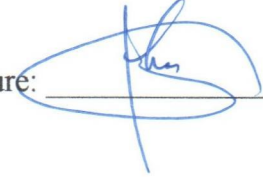Approved by:

MARIA JULIET C. CENIZA
Vice President for RE & I
Date: 07/18/2024

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **FELICIANO G. SINON**   Signature: _____

Performance Rating: **OUTSTANDING**

Aim: **Efficient and effective implementation of abaca RDE programs.**
Efficient and effective implementation of academic programs in affiliated colleges/departments.

Proposed Interventions to Improve Performance:

Date: July 1, 2023 _____   Target Date: December 31, 2023

First Step: _____

- **Develop research programs and projects**
- **To teach engineering course**
- **To develop and submit proposals to funding agencies.**
- **Implement abaca researches.**
- **Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.**
- **Perform production functions (e.g. mass production of machines)**

Result: _____

- **On-time production of research products and outputs**
- **Outstanding research outputs.**
- **Submitted grades of students on time.**
- **Generated income from production of machines**
-

Date: January 1, 2024 _____   Target Date: June 30, 2024

Next Step:

- **To conduct other assigned responsibilities of the university.**
- **To develop and submit proposals to funding agencies.**
- **Implement abaca researches.**
- **Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.**
- **Implement abaca researches.**
- **Perform production functions (e.g. mass production of machines).**

Outcome:
- **Achievement of other university functions.**
- **Outstanding research outputs/promising technologies/relevant information generated.**
- **Advisees graduated on time.**
- **Generation income from production of machines.**
-

Final Step/Recommendation:

- **Excellent in research and extension outputs**

Prepared by:

ROMEL B. ARMECIN
Unit Head