

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

Name of Faculty Member: SANTOS B. VILLOCINO, JR.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		$4.90 \times 50\% = 2.45$	
b. Students (50%)		$4.50 \times 50\% = 2.25$	
Total for Instruction	40%	4.7	1.88
2. Research			
a. Client/Dir. for Research (50%)		$5 \times 50\% = 2.5$	
b. Dept. Head/Center Director (50%)		$5 \times 50\% = 2.5$	
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		$5.0 \times 50\% = 2.5$	
b. Dept. Head/Center Director (50%)		$5.0 \times 50\% = 2.5$	
Total for Extension	10%	5	0.50
4. Administration	10%	5	0.50
5. Production	10%	5	.050
TOTAL			4.88

EQUIVALENT NUMERICAL RATING: 4.88

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.88

ADJECTIVAL RATING: Outstanding

Prepared by:

SANTOS B. VILLOCINO, JR.

Name of Faculty

Reviewed by:

ROSARIO A. SALAS

Department Head

Recommending Approval:

VICTOR B. ASIO

Dean/Director

Approved:

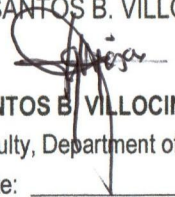
BEATRIZ S. BELONIAS


Vice President

Visayas State University  
**INSTRUCTION**  
Visca, Baybay City, Leyte

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, SANTOS B. VILLOCINO, JR., commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January to June, 2019.

  
**SANTOS B. VILLOCINO, JR.**  
Faculty, Department of Horticulture  
Date: \_\_\_\_\_

  
**ROSARIO A. SALAS**  
Head, DOH  
Date: \_\_\_\_\_

MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual Accomplishment	Rating				Remark
					Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVENCED EDUCATION SERVICES									
OVPI MFO 1. Graduate Degree Program Management Services									
PI 1: Graduate degree program monitored									
PI 2: Total graduate FTE monitored									
PI 3: Percentage increase in number of graduate students enrolled									
PI 4: Percentage increase in number of graduate students who graduated within prescribed period.									
OVPI MFO 2. Graduate Student Management Services									
PI 1: Number of graduate students awarded with scholarship/ assistantship									
PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period									
PI 3: Number of graduate students awarded with honors/distinction									
PI 4: Number of graduate student advised									
UMFO 2. HIGHER EDUCATION SERVICES									
OVPI MFO 1. Curriculum Program Management Services									
PI 1: Total undergraduate FTE monitored		Head/Faculty	69.1	33.34	5	4	5	5	



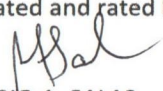
PI 2: Number of undergraduate curricular program compliant to CMO, approved and offered								
PI 3: Average passing percentage in licensure examinations in mandated programs								
PI 4: Number of undergraduate graduates in mandated programs graduated within the prescribed period								
PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period								
PI 6: Percentage increase in the number of undergraduate students enrolled	Head/Dean/OVPI	5	5	5	5	5	5	
PI 7: Number of academe/industry linkage established								
PI 8: Number of students advised	Head/Faculty	10	33	5	5	5	5	
PI 9: Number of student organization advised	Head/Faculty	1	1	5	5	5	5	
PI 10: Number of instructional materials developed								
<b>UMFO 3. RESEARCH SERVICES</b>								
PI 1. Number of published papers in internationally indexed journals								
<i>refereed int'l journals</i>								
<i>refereed nat'l journals</i>								
<i>institutional journals</i>								
PI 2. Number of research outputs presented in regional/national/ int'l for a conferences								
<i>int'l fora/conferences</i>								
<i>nat'lfora/conferences</i>								
<i>reg'lfora/conferences</i>								
<i>institutional fora/conferences</i>								
PI 3. Number of research projects conducted and/or completed on schedule								
PI 4. Number of research proposals submitted	Faculty/Dept. ResearchCoord.	1	1	5	5	5	5	
PI 5. Percent of research proposals approved								
PI 6. Amount of research money generated from external funding								
PI 7. Amount of research money generated from institutional funding								
PI 8. Additional outputs								
No. of research-related awards (research conducted by faculty or student w/ faculty)								
<b>UMFO 4. EXTENSION SERVICES</b>								

PI 1. Number of person-days trained weighted by length of training							
PI 2. Number of trainings conducted							
PI 3. Number of IEC materials/technoguides developed/used							
PI 4. Number of beneficiaries served							
Groups							
Individuals							
PI 5. Number of technical / expert services							
Research mentoring							
Peer reviewers/ Panelist							
Resource Person							
Convemor/ Organizer							
Consultancy							
Evaluator							
PI 6. Number of extension project conducted							
PI 7. Number of extension proposal submitted							
PI 8. Percent of extension proposal approved							
PI 9. Amount of extension money generated from external funding							
PI 10. Amount of extension money generated from institutional funding							
PI 11. Additional outputs							
Number of extension-related awards (extension conducted by faculty and student							
<b>UMFO 5. SUPPORTING TO ORGANIZATION</b>							
<b>OVPI MFO 1. Faculty Development Services</b>							
PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted							
<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>							
PI 1: Number of faculty recruited/hired aligned with ISO standards							
<b>OVPI MFO 3. Faculty Evaluation Services</b>							
PI 1: Number of seminars/ training/ conventions/ workshops coordinated for entire university							
PI 2: Number of seminars/ training/ conventions/ workshops coordinated outside the university							
PI 3: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated							




PI 4: Number of in-house/ seminars/training/ workshops/ reviews conducted/attended		1	2	5	5	4	5	
PI 5: Additional outputs								
Number of faculty/staffs awards/honors received related to operations support								
Income Generating Projects (IGP) handled	DOH/College Ornamental Project	1	1	5	5	5	5	
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>								
PI 1: Number of degree programs which passed accreditation/evaluation at least Level 1								
PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards								
PI 3: Percentage of degree program compliant with CHED								
PI 4: Additional outputs								
Number of activities organized/ attended/ assisted/ participated/ facilitated								
<b>UMFO 6. General Administration and Support Services (GASS)</b>								
PI 1: Zero complaints from clients		0	0	5	4	5	5	
PI 2: Additional outputs/ Best practices								
<b>OTHERS:</b>								
As Coordinator of Students Internship Abroad Program-Israel (SIAP)								
Facilitate deployment of BSA OJT Students to Israel	DOH-CAFS/Faculty USSO	10	13	4	5	5	5	
TOTAL OVERALL RATING :								
AVERAGE RATING :								
ADJECTIVAL RATING :								

Evaluated and rated by:

  
ROSARIO A. SALAS  
Head, DOH

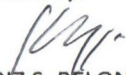
Date: \_\_\_\_\_

Recommending Approval:

  
VICTOR B. ASIO  
Dean, CAFS

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

Approved by:

  
BEATRIZ S. BELONIAS  
Vice President for Instruction

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

**Comments & Recommendations for Development purposes**

*publish new research article*

**EMPLOYEE DEVELOPMENT PLAN****Name of Employee:** SANTOS B. VILLOCINO, JR.**Performance Rating:** Outstanding**Aim:** Enhance Work Efficiency

Proposed interventions to Improve Performance:

Date: January, 2019Target Date: December, 2019**First Step:**

- 
- 1 Update Instructional Materials (IMs)
  - 2 Maintain and Improve operation of the managed Ornamental Project
  - 3 Increase income by 20% of the STF Ornamental Project  
Submit Ornamental Project Annual Report for C.Y. 2019
  - 4 Facilitate the processing of documents and deployment of 10 OJT Students for Agrostudies Internship Program in Israel
  - 5 Accept at least 10 Undergraduate Thesis Advising of Horticulture students
  - 6 Prompt submission of all the grades of the subjects handled
  - 7 Attend meetings set by the department heads
  - 8 Advise and Supervise ViHOS campus and off-campus activities

**Result:**

- 1 Updated Instructional Materials (IMs)
- 2 Maintained and Improved operation of the managed Ornamental Project
- 3 Increased income by 20% of the STF Ornamental Project
- 4 Submitted Ornamental Project Annual Report for C.Y. 2019  
Facilitated the processing of documents and deployment of 13 OJT Students for Agrostudies Internship Program in Israel
- 5 Accepted 15 Undergraduate Thesis Advising of Horticulture students
- 6 Submitted on time of all the grades of the subjects handled
- 7 Attended meetings set by the department heads
- 8 Supervised and monitored ViHOS campus and off-campus activities

Date: January, 2020Target Date: December, 2020**Next Step:**

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- 1 Write and submit one (1) research proposal to a research funding agency
  - 2 Attend conferences, trainings, and seminars related to the field of specialization.
  - 3 Actively participate in all college and departmental activities.
  - 4 Accept Horticulture Undergraduate Thesis Advisees
  - 5 Prepare and present Annual Report for C.Y. 2019
  - 6 Participate as Department Undergraduate Theses Evaluator during Thesis outline defense and final manuscript defense.

**Outcome:****Final Step/Recommendation:**

Presentation of research proposal for approval

Conforme:

SANTOS B. VILLOCINO, JR.

Faculty

Prepared by:

ROSARIO A. SALAS

Unit Head