


SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: ZENAIDA C. GONZAGA


Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.98x50%= 2.49	
b. Students (50%)		4.33x50% = 2.16	
Total for Instruction	40%	4.66	1.86
2. Research			
a. Client/Dir. for Research (50%)		5 x 50% = 2.5	
b. Dept. Head/Center Director (50%)		5 x 50% = 2.5	
Total for Research	30%	5.0	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		5.0 x 50%) = 2.5	
b. Dept Head/Center Director (50%)		5.0 x 50% = 2.5	
Total for Extension	10%	5	0.5
4. Administration	10%	5	0.5
5. Production	10%	5	.5
TOTAL			4.86

EQUIVALENT NUMERICAL RATING: 4.86
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.86

ADJECTIVAL RATING: Outstanding

Prepared by:

ZENAIDA C. GONZAGA
Name of Faculty

Reviewed by: 
ROSARIO A. SALAS
Department Head

Recommending Approval:

VICTOR B. ASIO
Dean/Director

Approved: 
BEATRIZ S. BELONIAS
Vice President

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: REXALDA C. GONZALES

Program Involvement (1)	Percentage Weight of Involvement (2)	Individual Rating (3)	Equivalent Numerical Rating (4)
1. Extension			
a. Head Dept. (50%)		$4.0 \times 50\% = 2.0$	
b. Systems (50%)		$4.33 \times 50\% = 2.16$	
Total for Extension	40%	4.00	1.80
2. Research			
a. Chairman for Research (50%)		$3.7 \times 50\% = 1.85$	
b. Dept. Head/Center Director (50%)		$3.7 \times 50\% = 1.85$	
Total for Research	50%	3.0	1.5
3. Extension			
a. Chairman for Extension (50%)		$4.0 \times 50\% = 2.0$	
b. Dept. Head/Center Director (50%)		$4.0 \times 50\% = 2.0$	
Total for Extension	10%	2	0.2
4. Administration			
a. Production	10%	2	0.2
TOTAL			4.80

EQUIVALENT NUMERICAL RATING: 4.80

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.80

ADJECTIVAL RATING: Outstanding

Prepared by:

REXALDA C. GONZALES

Name of Faculty

Reviewed by:

ROSARIO A. SALAS

Department Head

Recommending Approval:

VICTOR R. ALONSO

Dean/Director

Approved:

REXALDA C. GONZALES

Vice President

Visayas State University
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ZENAIDA C. GONZAGA, Professor IV, commits to deliver and agree to be rated on the attainment of the following in accordance with the indicated measures for the period July to December, 2018.


ZENÁIDA C. GONZAGA
Ratee

Date: _____


ROSARIO A. SALAS, Ph.D.
Head, DOH

Date: _____


MFOs and Performance Indicators	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
MINIMUM Pis PER MFO FOR ACADEMIC DEPARTMENT'S OPCR									
UFMO 1	ADVANCED EDUCATION SERVICES								
	OVPI MFO 1 Graduate Degree Program Management Services								
	PI 1 Graduate degree program monitored								
	PI 2* Total Graduate FTE monitored	Hort 241 (lab&lec)	2	5.42	5	5	5	5	Hort 241 (13)
		Hort 291 (lec)	0.15	0.17	5	5	5	5	Hort 291 (1)
		Hort 299 (lec)	0.15	0.17	5	5	5	5	Hort 299 (1)
	PI 3. Percentage increase in number of graduate students enrolled								
	PI 4 Percentage increase in number of graduate students who								
	OVPI MFO 2 Graduate Student Managemet Services								
		Emmanuel Auguis, Eddie Cagasan, Joy Codog, Malvin Datan, Blanche Franchette Llera, Warren Obeda, and Trisha Rempillo	6	7	5	5	5	5	
	PI 1 Number of graduate students awarded with scholarships/ assistantships								
	PI 2 Percentage of graduate students awarded with scholarship/ assistantship who graduated within the prescribed period								
	PI 3 Number of graduate students awarded with honor/distinction upon graduation								
		Emmanuel Auguis, Eddie Cagasan, Joy Codog, Malvin Datan, Blanche Franchette Llera, Warren Obeda, Ariel Paguntalan and Trisha Rempillo	5	8	5	5	5	5	
	PI 4 Number of graduate students advised								

UMFO 2	HIGHER EDUCATION SERVICES									
	OVPI MFO 1	Curriculum Program Management Services								
	PI 1*	Total Undergraduate FTE monitored	Hort 22 (Lec), Crpsc 22 (Lec)	10	14	5	5	5	5	Hort 22 (35), Crpsc 22 (105)
	PI 2	Number of undergraduate curricular programs compliant to CMO approved and offered								
	PI 3	Averaged passing percentage in licensure examinations in mandated program								
	PI 4	Number of undergraduate graduates in mandated programs graduated within the prescribed period								
	PI 5	Percentage increase in the number undergrad students who graduated within the prescribed period								
	PI 6	Percentage increase in the number undergrad students enrolled								
	PI 7	Number of academe/industry linkage established								
	PI 8	Number of students advised	Circulado A., Fuentes Mike, Hunter, M.N.J., Misperos J. Joemelyn N. and Molato J.	5	6	5	5	5	5	
	PI 9	Number of student organizations advised/assisted								
	PI 10	Number of instructional materials developed								
UMFO 3	RESEARCH SERVICES									
	PI 1*	Number of published papers in internationally indexed journals refereed int'l journals								
		national refereed int'l journals								
		institutional journals								
	PI 2	Number of research outputs presented in regional/national/international for a/conferences								
		national for a/conferences								
		institutional for a/conferences								
	PI 3	Number of research projects conducted and/or completed on scheduled								
	PI 4	Number of research proposals submitted		2	3	5	5	5	5	
	PI 5	Percent of research proposals approved	Developing vegetable value chains to meet evolving market expectations in the philippines	95%	100%	5	5	5	5	
			On-farm Research on Integrated/Diversified Farming systems in Yolanda affected areas in Region	95%	100%	5	5	5	5	
			P2,000,000.00							
			P1,400,000.00							
	PI 6	Amount of research money generated from external funding	P200,000.00							
	PI 7	Amount of research money generated from institutional funding								

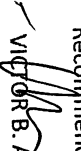
	PI 8 Additional outputs	Participant, AAACU 2ND Biennial Conference held on October 16-18, 2018 held at VSU, Baybay City, Leyte	1	1	5	5	5	5	
	Number of research-related awards (faculty & student/faculty)		2	5	5	5	5	5	Research adviser, Regional - 2, Gonzaga J.A., Gonzaga, Z.J., and Soria S. 3rd Place Best Paper & 1st Place Best Poster-Life Science Category during the 2018 Visca Foundation Elementary School (VFES) Math and Science Fair-Local Level Competition. September 21-23, 2018. RELC-NEAP VIII, DepED Regional Office VIII, Government Center, Candahug, Palo, Leyte, Philippines. Division - 2 Gonzaga J.A., Gonzaga, Z.J., and Soria S. 1st Place Best Paper-Life Science Category Science Investigatory
									Research adviser, Local - 2, Gonzaga J.A., Gonzaga, Z.J., and Soria S. 1st Place Best Paper & 1st Place Best Poster-Life Science Category during the 2018 Visca Foundation Elementary School (VFES) Math and Science Fair-Local Level Competition. September 27, 2018. VSU, Convention center Visca, Baybay City, Philippines. Local
UMFO 4	EXTENSION SERVICES								
	PI 1	Number of person-days trained weighted by length of training	100	132	5	5	5	5	
	PI 2	Number of trainings conducted	2	2	5	5	4	4.67	
	PI 3	Number of IEC materials/technoguides developed/used							
	PI 4	Number of beneficiaries served							
		Groups	8	9	5	5	5	5	
		Individuals	100	132	5	5	5	5	
	PI 5	Number of technical/expert services							
		Research Mentoring	15	17	5	5	5	5	
		Peer reviewers/Panelist							
	Resource Persons		1	2	5	5	5	5	
		Growing Vegetable in Containers on July 5, 2018 at Hilongos Leyte Training on Climate Resiliency held on September 27-28, 2018 at ATI-RTC 8,VSU,Visca, Baybay City, Leyte							

		<i>Convenor/Organizer</i>								
		<i>Consultancy</i>								
		<i>Evaluator</i>								
	PI 6	Number of extension projects conducted								
	PI 7	Number of extension proposals submitted								
	PI 8	Percent of extension proposals 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								
		<i>Number of extension-related awards (extension conducted by</i>								
		<i>faculty and faculty & student</i>								
UMFO 5	SUPPORTING TO ORGANIZATIONS									
	OVPI MFO 1	Faculty Development Services								
	PI 1	Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored & assisted								
	OVPI MFO 2	Faculty Recruiting/Hiring Services								
	PI 1	Number of faculty recruited/hired aligned with ISO standard								
	OVPI MFO 3	Faculty Evaluations Services								
	PI 1	Number of seminars/trainings/conventions/workshops coordinated for entire university								
	PI 2	Number of seminars/trainings/conventions/workshops coordinated outside of 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/trainings/workshops/reviews conducted attended								
	PI 5	Additional outputs								
		<i>Number of faculty/staff awards/honors received relative to support</i>	Regional HAP Awardee, VEGMOVERS, Pag-asa Award, Group category	1	1	5	5	5	5	
	OVPI MFO 4	Program and Institutional Accreditation Services								
	PI 1	Number of degree programs which passed accreditation/evaluation at least Level 1		1	1	5	5	5	5	
	PI 2	QMS on faculty recruitment, development								
	PI 3	Percentage of degree program compliant with CHED								
	PI 4	Additional Outputs								
		<i>Number of activities organized/attended/assisted/part facilitated</i>	Chairman AACCUP - DOH research	1	1	5	5	5	5	
UMFO 6	GENERAL ADMINISTRATION & SUPPORT SERVICES									
	PI 1	Zero complaints from clients		0						


	PI 2	Additional Outputs/Best Practices																		
		TOTAL OVER-ALL 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

Keep up the good
work

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: ZENaida C. GONZAGA

Performance Rating: Outstanding

Aim: Maintain the outstanding rating

Proposed Interventions to Improve Performance:

Date: January, 2018 Target Date: December, 2018

First Step:

Publish scientific papers in referred journal
Write and submit research proposal to funding agencies
Attend training/seminars/scientific conferences related to agriculture
Continue establish strong linkage with LGU and ATI-8 on extension related activities

Result:

Had published scientific paper in referred journal
Had written and submitted research proposal to funding agencies
Had attended training/seminars/scientific conferences related to agriculture
Had established strong linkage with LGU and ATI-8 on extension related activities

Date: January, 2019 Target Date: December, 2019

Next Step:

Publish scientific paper in referred journal
Write and submit research proposal to funding agencies
Attend training/seminars/scientific conferences related to agriculture
Maintain strong linkage with LGU and ATI-8 on extension related activities
Advise students (graduate, undergraduate, high school and elementary)
Must have start implementation of ACLAR-funded research


Outcome: _____

Final Step/Recommendation:

Prepared by:


ROSARIO A. SALAS
Unit Head

Conforme:


ZENaida C. GONZAGA
Name of Ratee Faculty/Staff