

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **Felix M. Salas**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5.00 x 50 % =2.5	
b. Students (50%)		5.00 x 50 % =2.5	
Total for Instruction	40%	5.00	2.00
2. Research			
a. Client/Dir for Research (50%)		5.00 x 50% = 2.5	
b. Dept. Head/Center Director (50%)		5.00 x 50% = 2.5	
Total for Research	30%	5.00	1.50
3. Extension			
a. Client/Dir for Research (50%)		5.00 x 50% =2.5	
b. Dept. Head/Center Director (50%)		5.00 x 50% =2.5	
Total for Extension	15%	5.00	0.75
4. Administration	10%	5.00	0.50
5. Production	5%	5.00	0.25
TOTAL			5.00


EQUIVALENT NUMERICAL RATING: 5.00

Add: Additional Points, if any:

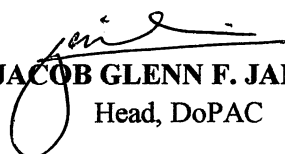
TOTAL NUMERICAL RATING: 5.00

ADJECTIVAL RATING: Outstanding

Prepared by:


FELIX M. SALAS
Name of Faculty


Reviewed by:


JACOB GLENN F. JANSALIN
Head, DoPAC

Recommending Approval:


CANDELARIO L. CALIBO
Dean, CAS

Approved:


BEATRIZ S. BELONIAS
VP for Instructor

SUMMARY OF FINANCIAL MATTERS OF FACULTY MEMBERS WITHIN THE FACULTY

Name of Faculty Member (Last, First, Middle)

Program Income	Program Income	Program Income	Program Income
1. Research	2. Research	3. Research	4. Research
5. Research	6. Research	7. Research	8. Research
9. Research	10. Research	11. Research	12. Research
13. Research	14. Research	15. Research	16. Research
17. Research	18. Research	19. Research	20. Research
21. Research	22. Research	23. Research	24. Research
25. Research	26. Research	27. Research	28. Research
29. Research	30. Research	31. Research	32. Research
33. Research	34. Research	35. Research	36. Research
37. Research	38. Research	39. Research	40. Research
41. Research	42. Research	43. Research	44. Research
45. Research	46. Research	47. Research	48. Research
49. Research	50. Research	51. Research	52. Research
53. Research	54. Research	55. Research	56. Research
57. Research	58. Research	59. Research	60. Research
61. Research	62. Research	63. Research	64. Research
65. Research	66. Research	67. Research	68. Research
69. Research	70. Research	71. Research	72. Research
73. Research	74. Research	75. Research	76. Research
77. Research	78. Research	79. Research	80. Research
81. Research	82. Research	83. Research	84. Research
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97. Research	98. Research	99. Research	100. Research

101. Research	102. Research	103. Research	104. Research
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265. Research	266. Research	267. Research	268. Research
269. Research	270. Research	271. Research	272. Research
273. Research	274. Research	275. Research	276. Research
277. Research	278. Research	279. Research	280. Research
281. Research	282. Research	283. Research	284. Research
285. Research	286. Research	287. Research	288. Research
289. Research	290. Research	291. Research	292. Research
293. Research	294. Research	295. Research	296. Research
297. Research	298. Research	299. Research	300. Research

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **FELIX M. SALAS**, of the Department of Pure & Applied Chemistry, **College of Arts & Sciences** commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period **January** to June, 2018.

FELIX M. SALAS
Ratee

Approved:

JACOB GLENN F. JANSALIN
Head, DoPAC

MFO No	MFO & PAPs	Success/Performance Indicators(PI)	Program/ Activities Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
							Q ¹	E ²	T ³	A ⁴	
MFO: 1	Higher Education Services	P1.1. Full Teaching Equivalent (FTE)	Instruction	Teach Chem 16 (Lec), Chem 135 (lec), Chem 148, Chem 198 and Envi 116 (lec)	8	21.6	5	5	5	5	Vacation-Sick leave
		P1.2. Number of instructional materials developed/revised and utilized	Instruction								
		P1.2.1. New Syllabi/Lecture Manual	Instruction								
		P1.2.2. Revised Syllabi/Lecture Manual	Instruction								
		P1.2.3. New Laboratory Manual	Instruction								
		P1.2.4. Revised a laboratory manual in Chemistry	Instruction								
		P1.2.5. Revised Course Outlines	Instruction	Revise course outlines in Chemistry	2	1	5	5	5	5	Chem 148 & 198
		P1.3.0. Awards Received in Instruction	Instruction								
MFO: 2	Advanced Education Services	P2.1. Number of graduate students advised	Instruction								
		P2.2. Number of GAC memberships to graduate students	Instruction	Act as GAC member	2	2	5	5	5	5	MEd & MSHort
MFO: 3		P3.1. Number of Awards received by student advisee	Research								
			Research								

	Research Services	P3.2. Number of research paper published in journals and or proceedings	Research	Published research output in international proceedings	3	3	5	5	5	5	In Proceedings: International Conference on Nature Studies and Innovations for the Environment 2018
				Published research output in journals (National)							
				Published research output in proceedings (National)							
		P3.3. Number Oral and poster presentations in local, national and international conferences	Research	International presentations of research outputs (Oral Presentations)	3	3	5	5	5	5	1) Efficacy Trial of Innovative Liquid Nutrient Formulations for Kale Production Under Aggregate Hydroponic System, 2) Yield and postharvest qualities of two sweet pepper genotypes cultivated with different nutrient management strategies, 3) Innovative Starter Solutions for Vegetable Seedlings
		P3.3. Number Oral and poster presentations in local, national and international conferences	Research	National presentations of research outputs (Poster Presentations)							
		P3.4. Research proposals prepared and submitted for VSU and external funding agencies	Research	Prepare research proposals for funding	2	2	5	5	5	5	1) Physicochemical characterization of pyrocondensates from carbonization of agricultural and forest wastes and its development for special utilization; and 2) Production, characterization and applications of quality pyroligneous acid and related products from pyrolysis of coconut, sugarcane, and rice wastes
		P3.5. Number of approved and funded researches conducted	Research	Conduct approved and funded researches	4	4	5	5	5	5	ACIAR (2), DA-RFO8 (1), VSU (1)
		P3.6. Amount/Value of research proposals prepared and submitted for VSU and other agencies	Research	Request research funding	34.15M	34M	5	5	5	5	DA-BAR (1), DOST (1)
		P3.7. Number of researches conducted on schedule	Conduct of research	Conduct researches on schedule	4	4	5	5	5	5	ACIAR (2), DA-RFO8 (1), VSU (1)
		P3.8. Amount of research fund generated from VSU and external agencies	Research fund generation	Generate fund for research	2M	2M	5	5	5	5	ACIAR (3), DA-RFO8 (1), VSU (2)

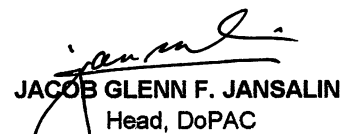
		P3.9. Number of awards and recognitions received	Research award and recognition	Recognition	1	1	5	5	5	5	Finalist for Best Oral Paper Award (Integrative Research Category)
		P3.10. Number of brochures generated from research results	Research materials								
		P3.11. Number of groups or individuals mentored to conduct research	Research mentoring	Mentor groups or individuals to conduct research	2	19	5	5	5	5	BSChem (6), BSEM (1), BSA-Hort (9), VSULHS (3)
MFO: 4		P4.1. Number of individual beneficiaries served	Giving assistance to clientele	Accommodate individuals seeking assistance	60	60	5	5	5	5	ATI-VSU (30) & ATI-Ormoc (30)
	Extension Services	P4.2. Number of group beneficiaries served	Giving assistance to clientele	Accommodate groups seeking assistance	2	2	5	5	5	5	ATI-I & ATI-II)
		P4.3. Number of technical expert services conducted	Conducting technical expert services	Serve as subject matter specialist in trainings and on-call specialist in extension projects.	3	3	5	5	5	5	DOH-HELP, ATI-VSU & ATI-Ormoc
		P4.4. Number of extension projects conducted and involved	Conducting extension activities	Conduct and involvement in extension projects	1	1	5	5	5	5	DoPAC Extension
		P4.5. Number of trainings conducted	Conducted training	Facilitate, conduct, demonstrate, and implement the training	3	3	5	5	5	5	DOH-HELP, ATI-VSU & ATI-Ormoc
		P4.5. Number of brochures distributed on training	Distributed brochures on training	Facilitate, conduct, demonstrate, and implement the training	60	60	5	5	5	5	ATI-I & ATI-II)
MFO: 5		P5.1. Number of special services such as resource speaker on programs and technical judge conducted in support to students activities	Conducting special services to students								
	Support to Students	P5.2. Student organization advising and consultation services	Supporting student services								
		P5.2.1. Number of hours spent on student thesis outline/ manuscript/special problem consultation	Support to Students	Record the number of hours spent on student consultation regarding thesis and special problem	200	200	5	5	5	5	BSChem, BSEM & BSA (Horticulture)
		P5.2.2. Number of hours spent on student consultations	Support to Students	Record the number of hours spent on student consultation regarding subject matter	200	200	5	5	5	5	Chem 16, Chem 135, Chem 148, Chem 198, Envi 116, Chem 200
		P5.2.3. Number of student related activities assisted	Support to Students	Record the number of student activities assisted	1	1	5	5	5	5	ViHoS
		P5.2.4. Number of student thesis outline checked	Support to Students	Check thesis outline of BSChem & BSA-Hort students	10	10	5	5	5	5	BSChem: Andrino, Bulfa, Cabal, Flores, Galon, Gasatan, Gofredo, Llosa, Managbanag, Poliquit,

Average Rating (Total Over-all rating divided by 6)		5.00
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		5.00
ADJECTIVAL RATING		0

Comments & Recommendations for Development Purpose:

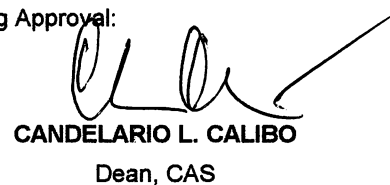
1. Attend PCC every year or participate in chemistry fora here or abroad that could net 15 CPE units per year.
2. Publish research outputs

Evaluated & Rated by:


JACOB GLENN F. JANSALIN
 Head, DoPAC

Date: _____

Recommending Approval:


CANDELARIO L. CALIBO
 Dean, CAS

Date: _____

Approved by:


BEATRIZ S. BELONIAS
 VP for Instruction

Date: _____

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

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 nd	
√	3 rd	
√	4th	

Name of Office: FELIX M. SALAS

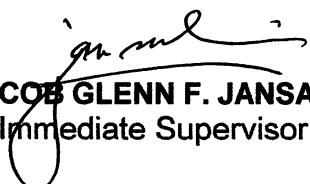
Head of Office: JACOB GLENN F. JANSALIN

Number of Personnel: _____

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring					
Coaching	None Needed				Outstanding Student Rating

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


JACOB GLENN F. JANSALIN
 Immediate Supervisor

Noted


CANDELARIO L. CALIBO
 Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **FELIX M. SALAS**

Performance Rating: Outstanding

Aim:

1. To support his sabbatical leave application effective Jan 1, 2018.
2. To endorse all his research & extension engagements in the university.

Proposed Interventions to Improve Performance:

Date: Sept. 18, 2018

Target Date: Dec. 31, 2018

First Step:

1. Endorsed his application for sabbatical leave.
2. Endorsed all his travel related to his research & extension engagements

Date:


Target Date:

Next Step:


Outcome:

Final Step/Recommendation:

Prepared by:


JACOB GLENN F. JANSALIN
Unit Head

Conforme:


FELIX M. SALAS
Name of Ratee Faculty