SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: VICTOR B. ASIO (University Professor)

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean	25	4.98	1.25
b. Students	20	5.00	1.00
Total for Instruction	**45**		**2.25**
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	15	5.00	0.75
Total for Research	**15**		**0.75**
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	10	5.00	0.50
Total for Extension	**10**		**0.50**
4. Administration	**30**	5.00	**1.50**
5. Production			
TOTAL	**100**		**5.00**

EQUIVALENT NUMERICAL RATING: **5.00**
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: **5.00**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

VICTOR B. ASIO
Name of Faculty

Reviewed by:

SUZETTE B. LINA
Department Head

Recommending Approval:

VICTOR B. ASIO
Dean, College of Agriculture and Food Science

Approved by:

BEATRIZ S. BELONIAS
Vice President, Academic Affairs

Visayas State University
College of Agriculture and Food Science
Visca, Baybay City, Leyte
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, VICTOR B. ASIO, Professor 6 of the College of Agriculture, 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 2023.

VICTOR B. ASIO, Ph.D.
Ratee (College Dean)
Date: 7/7/23

Approved:
BEATRIZ S. BELONIAS, Ph.D.
VP For Academic Affairs
Date: 8.14.23

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1: Advanced Education Services										
Graduate Degree Program Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Soil 212 lec/lab (3) and TREC 207 lec/lab (3)	3	4.583	5.0	5.0	5.0	5.00	
		A2. Number of graduate degree specializations monitored	Monitors MS & PhD programs of each department and evaluates and recommends graduate students	1	10	5.0	5.0	5.0	5.00	
		A3. Number of graduate students enrolled	Monitors graduate students enrolled especially the DOST	15	15	5.0	5.0	5.0	5.00	
		A4. Percentage increase in number of graduate students who graduated within prescribed period	Recommends graduate students for graduation (as adviser,Department Head and GAC)	60%	95%	5.0	5.0	5.0	5.00	
Graduate Student Management Services										
	PI 8: Number of graduate students advised *	A5. Number of students advised	Reads and approves thesis outline	3	5	5	5	5	5.0	
		A6. Number of students advised on thesis/special problem/dissertation	Reads, provides suggestions for improvement and approve graduate manuscript (as adviser,GAC member & Dept head)							
		As GAC Chairman		2	5	5	5	5	5	
		AS GAC Member	Provides suggestions, guides and read and approved research outline and thesis/SP/dissertation manuscript	0	1	5	5	5	5	

			As Department Head	Advised and read and approved research outline and thesis/SP/dissertation manuscript						
			A7. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty (virtual)	2	55	5	5	5	5.00	
			A8: Number of graduate students awarded with scholarship/ assistantship	Monitors graduate students in the department awarded with scholarship under my advisorship	1	5	5	5	5	5	Garrido, Rojas,Loreno,Abubo,Mahipos,Belmores,Galvez,Balanay, Requitillo
			A9: Percentage of graduate students awarded with scholarship/assistantship who graduated within prescribed period	Monitors and recommended graduate students awarded with scholarship for graduation (GAC Member)	50%	95%	5	5	5	5	
			A10. Number of graduate students gainfully employed in jobs related to their graduate program	Recommends graduate students as Instructor of SUC	0	4	5	5	5	5.0	
	PI 9: Number of instructional materials developed *		A11. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	2	4.5	4.5	4.5	4.50	
			On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	2	5	5	5	5.00	
			Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	6	5	5	5	5.00	
			Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	10	5	5	5	5.00	
			A12 : Number of on-line courseware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	0	-					Dept's level only
			A13 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	2	5	5	5	5.00	
	PI 10. Additional outputs:		A14. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	2	5	5	5	5.00	

UMFO 2 Higher Education Services

Under Graduate Degree Program Management Services

	PI 5: Total FTE, coordinated, implemented and monitored *	A15. Number of FTE	Teach: Soil 197, Soil 199C, Soil 111	3.00	-	-	-	-	-	NA for the period covered
		A16. Number of degree of specialization compliant to CMO supervised and monitored	Supervised and monitored BSA-Soil Science program compliant to CMO	2	3	5	5	5	5.0	
		A17. Percentage increase in number of students who graduated within prescribed period	Recommended undergraduate students for graduation (as Dept. Head or Thesis Adviser)	50%	80%	5	5	5	5.0	

		A18. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	4	5	5	5	5.0	
		A19. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	0	2	5	5	5	5.0	
		A20. Number of trainings attended related to instruction	Attend mandated trainings	0	1	5	5	5	5.0	
		A21. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	24	5	5	5	5.0	
		A22. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	10	5	5	5	5.0	
		A23. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0	8	5	5	5	5.0	
Undergraduate Student Management Services										
PI 8: Number of students advised: *	A24. Number of students advised:	*Guided the students during enrolment on what courses to take and approved COR*	5	12	5	5	5	5	As academic Adviser
		A25. Number of students advised on thesis/ field practice/special problem:								
		As Department Head	Read, reviewed and approved thesis outline as dept. head							
		As SRC Chairman	Read, reviewed and approved thesis outline as Chairman	0	1	5	5	5	5.0	
		As SRC Member	Read, reviewed and approved thesis outline as SRC member	2	2	5	5	5	5.0	
		A26. Number of students entertained for consultation purposes	Entertained ang guide students consulting on subject taught, thesis and grades	5	25	5	5	5	5	
PI 9: Number of student organizations assisted *	A27. Number of student-related activities assisted	Approved and monitored student activities as dept. head	0	2	5	5	5	5	
PI 10: Number of instructional materials developed *	A28 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	2	5	5	5	5	
		On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	1	2	5	5	5	5.0	
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	1	10	5	5	5	5.0	
		Assessment tools	*Prepares assessment tools such as long exam, quizzes, problems sets, etc.*	5	10	5	5	5	5.0	
		A29 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	0						

		A30 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	0	5	5	5	5	5.0	
		A31. Number of undergraduate students gainfully employed in jobs related to their undergraduate program	Recommended either for scholarship/work	1	3	5	5	5	5	
		Number of Computer Software Developed								
	PI 11. Additional outputs	A32. Number of Additional outputs accomplished:								
		A33. Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0	3	5	5	5	5.0	ISO and AACCUP and COPC
		A34. Other outputs implementing the new normal due to covid 19			TOTAL				184.5	
					Average				4.987	0.748076923
					TPES Rating				5.0	0.75

UMFO 3 Research Services

	PI 1. Number of research outputs in the last three (3) years utilized	A35. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries	1	5	5	5	5	5.0	
	PI 2. Number of research outputs completed within the year *	A36. Number of research outputs completed within the year *	Conducts and completes research oroject within the year	0	1	5	5	5	5.0	
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A37. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		In refereed int'l journals/books		0	4	5	5	5	5.0	
		In refereed nat'l/regional journals								
	PI 5. Percent of research proposals approved *	A38. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	50%	100%	5	5	5	5.0	Aciar Soil, Internationalization Acid Soil
	PI 6. Additional outputs*	A39. No. of research-related awards (research conducted by faculty or student w/ faculty)		0	1	5	5	5	5.0	DOST-PCAARD Publication Award (Galgo & Asio)

		A40. Number of journal articles/scientific paper received and reviewed as peer-reviewer	Chief Editor - Annals of Tropical Research (ATR)	1	10	5	5	5	5.0	
MFO 4	Extension Services	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of							
		A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
		A41. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A42.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
					Total				30.0	
					Average				5.0	1.5

UMFO 4 Extension

	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs,	A43. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	0	3	5	5	5	5.0	
	PI 2. Number of trainees weighted by the length of	A44. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3. Number of extension programs organized and	A45. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	5	5	5	5.0	
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory	A46. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
	PI 5. Number of technical/expert services	A47. Number of technical/expert services as/in:								
	Research Mentoring	Research Mentor		1	2	5	5	5	5.0	RA
	Peer reviewers/Panelists	Peer reviewers/Panelists		2	10	5	5	5	5.0	Catena, Peer J,
	Resource Persons	Resource Persons		0	3	5	5	5	5.0	

	Convenor/Organizer	*Convenor/Organizer*								
	Consultancy	*Consultant*								
	Evaluator	*Evaluator*								
	PI 8. Percent of extension proposals approved *	**A48.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs *	**A49**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		A50.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
					Total				25.0	
					Average				**5.0**	0.5

UMFO 5 Support to Operations

		Number of faculty/staff awards/honors received								

OVPI MFO 4. Program and Institutional Accreditation Services

	PI 8.Compliance to all requirements thru the established/adequate	**A51**. Compliance to all requirements of theQMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	zero non-conformity	100%	5	5	5	5.0	
		A52. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations	BSA-AACCUP	0	2	5	5	5	5.0	AACCUP and COPC
		On institutional accreditations								

Faculty Development Services

UMFO 6 General Admin and Support Services

	PI 2. Zero percent complaint from clients	**A 46**. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	Zero % complaint	5	5	5	5.00	
	PI 3: Additional Outputs	**A 47**. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice							
		A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							

		Number of departments and/or service units supervised and monitored	Supervising and monitoring	5	10	5	5	5	5.0	
		No. of management meetings conducted	EXECUTIVE and Staff MEETINGS	2	6	5	5	5	5.0	
		Number of documents attended and served	Review and Approve documents	100	400	5	5	5	5.0	
		Number of academic lecture/laboratory rooms supervised	Supervises the maintenance of lecture/ laboratory/ comfort rooms and facilities	5	10	5	5	5	5.0	
		Number of office and laboratory equipment purchased	Approved request to purchase laboratory/office equipment	0						
		Number of Committee Membership Meetings Attended	Attended College/University meetings	10	10	5	5	5	5.0	
		Editor in Chief of Univ. Journal	Reviewed and edited articles; facilitated in assigning reviewers, printing and reproduction of journal	5	20	5	5	5	5.0	
		Number of coaching sessions among department heads, faculty & staff ***	Dean	2	6	5	5	5	5.0	
		Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of College/department targets ***	Dean	2	5	5	5	5	5.0	
		Coordinator of Scholarship Program	Monitored scholars under DOST	0	4	5	5	5	5.0	
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies *			Deans & Dept. Heads						
					Total				60.0	
					Average				5.0	1.5
Total Over-all Rating								299.50		
Average Rating								4.998		
Adjectival Rating								Outstanding		

Comments & Recommendations for Development Purpose:

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Exhibit L

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: January 2023   Target Date: December 2023

First Step:

Attend and participate in national and international scientific forum
Maintain research collaboration of VSU with other collaborating agencies (e.g. ASTHRD, ACIAR, etc.)
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 accreditations

Results:

Has reviewed and edited manuscript for Annals of Tropical Research
Has maintained the collaboration of VSU with other collaborating agencies (e.g. ASTHRD, ACIAR, ect.)
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: July 2023   Target Date: December 31, 2023

Next Step:

Invite and encourage more international collaborators to enhance tie-ups between potential and existing partner.
Prepare virtual classroom, update syllabi and learning guides for 1st semester classes

Outcome:
Enhanced tie-ups between potential and existing partners for possible project implementation.

Final Step/Recommendation:
    Sustain outstanding performance.

Prepared by:

BEATRIZ S. BELONIAS
Vice-President for Academic Affairs

Conforme:

VICTOR ASIO
Dean, CAFS