

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JULIEN R. DEROY

| Program Involvement (1) | Percentage Weight of Involvement (2) | Numerical Rating (Rating x %) (3) | Equivalent Numerical Rating (2 x 3) |
|---|--|---|---|
| 1. Instruction | | | |
| a. Head (50%) | | 4.67 X 0.50= 2.335 | 1.6345 |
| b. Students (50%) | | 4.670 x 0.50= 2.50 | 1.6350 |
| Total for Instruction | 70 | | |
| 2. Research | 25 | 4.33 | 1.0825 |
| 3. Others (Committee chairmanship, etc.) | 5 | 5.00 | 0.25 |
| TOTAL RATING | | | 4.602 |

EQUIVALENT NUMERICAL RATING : 4.602

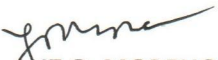
TOTAL NUMERICAL RATING : 4.602

ADJECTIVAL RATING : OUTSTANDING

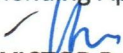
Prepared by:


JULIEN R. DEROY
Name of Faculty

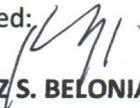
Reviewed by:


LUZ O. MORENO
Head, DPBG

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Approved:

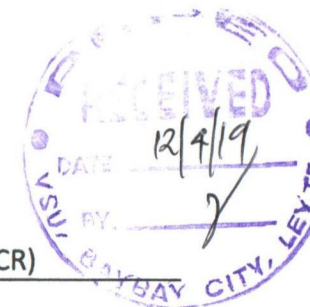

BEATRIZ S. BELONIAS
Vice President, Instruction



VISAYAS
STATE UNIVERSITY



Visayas State University
DEPARTMENT OF PLANT BREEDING AND GENETICS
Visca, Baybay City, Leyte



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, JULIEN R. DEROY, Instructor I, 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 2019.

JULIEN R. DEROY

Instructor I

Date:

LUZ O. MORENO

Head, DPBG

Date:

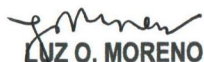
| MFO No. | MFO Descripti on | Success/Performance Indicator (PI) | Assigned Task | Target | Actual Accomplish-ments | Rating | | | | Remark |
|-----------------------------------|--|---|---------------|--------|-------------------------|---------|------------|------------|---|--------|
| | | | | | | Quality | Efficiency | Timeliness | Average | |
| UMFO 2. Higher Education Services | | | | | | | | | | |
| OVPI MFO 1. Curriculum Program | | | | | | | | | | |
| | PI 1: Total Undergraduate FTE monito | Bio 22p Lec= 46 students;Bio 22p Lab = 28 students; AgSci 114 (Lab, 2 instructors)= 11 students; Pbre 111 (Lec, 4 Instructors) = 9 students; PBre 111 (Lab, 2 Instructors) = 9 students | 10.00 | 10.53 | 4 | 5 | 5 | 4.67 | Requested for deloading to be able work on MS thesis manuscript | |
| | PI 9: Number of thesis a. Number of students advised for their academic and thesis concerns | | 3 | 4 | 5 | 5 | 5 | 5.00 | Served as academic adviser to Plant Breeding major students | |
| | b. Number of thesis outline/manuscripts approved | | 1 | 6 | 5 | 5 | 5 | 5.00 | | |
| | PI 10: Number of student organizations advised | | 1 | 1 | 3 | 5 | 5 | 4.33 | | |

Monitored/Advised


| | | | | | | | | | |
|--------------------------------------|--|--|---|---|---|---|---|------|--|
| | PI 11: Number of instructional materials developed/revised | | | | | | | | |
| | a. Number of OBE compliant syllabus prepared | | 1 | 2 | 5 | 5 | 5 | 5.00 | |
| | b. Number of teaching guides/laboratory manuals developed/revised | | 1 | 1 | 3 | 5 | 5 | 4.33 | |
| | c. Number of complete set of teacher-developed audio visual materials (powerpoints, videos, computer games, etc.) | | 1 | 1 | 3 | 5 | 5 | 4.33 | |
| | PI 12: Additional outputs | | | | | | | | |
| | Number of awards/recognitions | | | | | | | | |
| MFO 3. RESEARCH | | | | | | | | | |
| | PI 1: Number of published papers in internationally indexed journals <i>refereed int'l journals</i> <i>refereed national journal</i> | | | | | | | | |
| | PI 2: Number of research outputs presented in local/regional/national /international fora/conferences | | 1 | 1 | 3 | 5 | 5 | 4.33 | |
| | PI 3: Number of research project/study conducted and/or completed on schedule | | 1 | 1 | 3 | 5 | 5 | 4.33 | |
| | PI 5: Number of research project proposals approved | | | | | | | | |
| DBS MFO 4. Extension services | | | | | | | | | |
| | PI 1: Number of technical/expert services rendered | | | | | | | | |

| | | | | | | | | | |
|-----------------------|---|--|--|--|--|--|--|--|--|
| | PI 2: Number of extension projects/components conducted | | | | | | | | |
| Total Over-all Rating | 41.32 | Comments and Recommendations for Development Purpose: Explains lessons clearly and always updates lecture notes. Has the qualities of a good teacher. Recommended to attend conferences/seminars/workshops to further improve her teaching skills/knowledge and overall performance. | | | | | | | |
| Average Rating | 4.59 | | | | | | | | |
| Adjectival Rating | Outstanding | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |


Evaluated and Rated by:


LNZ O. MORENO
Head, DPBG
Date: 11/20/2019

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS
Date: _____

Approved:


BEATRIZ S. BELONIAS
VP, for Instruction
Date: _____

EMPLOYEE DEVELOPMENT PLAN

NAME OF EMPLOYEE: **JULIEN R. DEROY**

PERFORMANCE RATING: 4.60 (Outstanding) January –June 2019

AIM: To improve teaching/instruction and research capability

PROPOSED INTERVENTIONS TO IMPROVE PERFORMANCE AND/OR COMPETENCE AND QUALIFICATION TO ASSUME HIGHER RESPONSIBILITIES.

DATE: January 2019

TARGET DATE: December 2019

FIRST STEP: Require Ms. DeroY to lead the implementation of the rice project entitled "Breeding, Selection, and Generation of Quality Seeds for Special Rice Varieties (Evaluation and selection of promising varieties of aromatic rice in the Visayas).

RESULT: Actively lead in the implementation of the rice project

NEXT STEP: Encourage Ms. DeroY to conceptualize and develop research proposals related to her field of specialization for submission to funding agencies

RESULT: Ms. conducted literature review search to come up with a research proposal

NEXT STEP: Encourage Ms. DeroY to attend seminar-workshops and conferences to gain new knowledge/insights/experiences

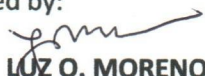
RESULT: Ms. DeroY attended seminar-workshops and conferences

OUTCOME: Ms. DeroY has acquired new knowledge and gained experience and likewise boost her confidence that could help her improve her performance and competence to assume higher responsibilities

NEX STEP: Encourage/require Ms. DeroY to update teaching materials and develop modules/manuals (lecture and laboratory)

FINAL STEP/RECOMMENDATION: Continuously encourage and require her to write research proposals and develop/update teaching materials


JULIEN R. DEROY
Conforme

Prepared by:

LUZ O. MORENO
Unit Head