

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

Name of Faculty Member: DARIO P. LINA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5x50%= 2.5	
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	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	.50
4. Administration	10%	5	.50
5. Production	10%	5	.50
TOTAL			4.86

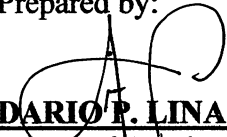
EQUIVALENT NUMERICAL RATING: 4.86

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.86

ADJECTIVAL RATING: **Outstanding**

Prepared by:

  
**DARIO P. LINA**  
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

DARLO P. LINA

Name of Faculty Member:

Program Investment (1)	Percentage Weight of Investment (2)	Numerical Rating (Ranking 1-5) (3)	Equivalent Numerical Rating (3x2) (4)
1. Instruction	a. Head/Dean (50%)	2.0000 = 2.2	
	b. Students (50%)	4.3333 = 2.16	
	Total for Instruction	1.80	1.80
2. Research	a. Chairman for Research (50%)	2.0000 = 2.2	
	b. Dept. Head/Chairman Director (50%)	2.0000 = 2.2	
	Total for Research	2	1.2
3. Extension	a. Chairman for Extension (50%)	2.0000 = 2.2	
	b. Dept. Head/Chairman Director (50%)	2.0000 = 2.2	
	Total for Extension	2	1.00
4. Administration		2	1.00
5. Production		2	1.00
TOTAL			4.80

EQUIVALENT NUMERICAL RATING: 4.80

Additional Points, if any:

TOTAL NUMERICAL RATING: 4.80

ADJECTIVAL RATING: Outstanding

Outstanding

Prepared by:

Reviewed by:

DARLO P. LINA  
Name of Faculty

ROSARIO A. SALAS  
Department Head

Recommending Approval:

VICTOR E. ARIO  
Dean Director

Approved:

BEATRIZ R. BILONAS  
Vice President


Visayas State University  
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION

Visca, Baybay City, Leyte

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

I, DARIO P. LINA, Asst. Prof. III, commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December 2018.

**DARIO P. LINA**  
Asst. Prof.  
Date: \_\_\_\_\_

  
**ROSARIO A. SA ROSARIO A. SALAS**  
Head, Department of Horticulture  
Date: \_\_\_\_\_

MFOs and Performance indicators	Success Indicator (SI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Quality	Efficiency	Timeliness	Average	
<b>MFO 1: Advanced and Higher Education Services</b>									
	PI 1: FTE	Classes handled							
		2nd sem 2018-2019							
		Hort 143 lec (20 students)							
		Hort 143 lab (20 students)							
		Hort 221 lec (7 students)	16.00	19.00	5	5	5	5	
		Hort 221 lab (7 students)							
		BSA Summer Practicum (9 students)							
		Hort 195 Summer Practicum (9 students)							
	PI 2: Number of Graduate Thesis approved	Act as Research Adviser and GAC Member							
	PI 3: Number of Manuscripts approved	Check Manuscript	0	0					

**I/O 2. Graduate and Undergraduate Student Management Services**

PI 1: Number of graduate students awarded with scholarship/ assistantship	Monitored graduate students awarded with scholarship/assistantship	2	4	5	5	5	5	
PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period	Review manuscripts, Comprehensive exams and Thesis Defense							
PI 3: Number of graduate students awarded with honors/distinction								
PI 4: Number of graduate students advised		3	5	5	5	5	5	
PI 5: Number of undergraduate thesis outline approved (including SRC membership)	Review thesis outline	8	12	5	5	5	5	
PI 6: Number of undergraduate students awarded with scholarship/ assistantship who graduated within prescribed period								
PI 7: Number of Instructional Material Developed and Utilized		1	1	5	5	4	4.67	
<b>PI 8: Student Advising and Consultation Services:</b>								
Number of Academic Advisee		9	14	5	5	5	5	
Number of Student related activities	tree planting coordination/enrollment	9	12	5	5	5	5	
PI 9: Number of graduates gainfully employed in jobs related to their undergraduate programs		3	4	5	5	5	5	

**MFO 3. Support to Operations (STO)**
**MFO 3.1 Faculty Evaluation Services**

PI 1: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated	Coordinated/Monitored number of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated							
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**MFO 4. Research Services**

PI 1. Number of published papers in internationally indexed journals		1	2	5	5	5	5	
PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
PI 3. Number of research projects	Jackfruit (DA-BAR), Jackfruit ACIAR	1	2	5	5	5	5	
Number of production projects handled	Plant nursery, Pomology	1	2	5	5	5	5	
PI 5. Number of Trainings, workshop and seminars attend	BAFS, ACIAR-PCAARRD annual meeting, SAER 8 Organizational Meeting	1	3	5	5	5	5	

	As Resource Speaker in Trainings/Conferences	NCIII Trainings, NCII Training	2	3	5	5	5	5	
	As Training Coordinator	Nursery Mgt. and Operation Training	1	1	5	4	5	4.67	
	PI 6. Number of research proposals submitted		1	3					
	PI 7. Percent of research proposals approved								
	PI 8. Amount of research money generated	Jackfruit BAR	1m	1m	5	5	5	5	
	PI 9. Amount of research money generated								
	PI 10. Additional outputs								
	No. of research-related awards (research conducted by faculty or student w/ faculty)								
<b>MFO 4. Extension Services</b>									
	PI 1. Number of person-days trained weighted by length of training								
	PI 2. Number of IEC materials/technoguides developed/used								
	PI 3. Number of beneficiaries served								
	Groups								
	Individuals								
	PI 4. Number of extension projects conducted and/or completed on schedule	HELP project	1	1	5	5	5	5	
	PI 5. Number of extension proposals submitted								
	PI 6. Percent of extension proposals approved								
	PI 7. Amount of extension money generated from external funding (Thousand PHP)								
	PI 8. Amount of extension money generated from institutional funding (Thousand PHP)								
	PI 9. Additional outputs								
	No. of extension-related awards								
	Total Over-all Rating								
	Average Rating							4.95	
	Adjectival Rating							0	

Received by:

Calibrated by:

Recommending Approval:

Approved:

1. The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that this is crucial for ensuring the integrity of the financial data and for facilitating audits.

2. The second part of the document outlines the various methods used to collect and analyze data. It describes how different types of information are gathered and how they are processed to identify trends and patterns.

3. The third part of the document focuses on the results of the analysis. It presents the findings in a clear and concise manner, highlighting the key insights that have been derived from the data.

4. The final part of the document provides a summary of the overall findings and offers recommendations for future research. It suggests areas where further investigation is needed and provides guidance on how to proceed.

5. The fifth part of the document discusses the implications of the findings. It explores how the results can be used to inform decision-making and to develop strategies for improving performance.

6. The sixth part of the document provides a detailed description of the methodology used in the study. It explains the steps that were taken to ensure the reliability and validity of the results.

7. The seventh part of the document presents a list of references that have been consulted during the course of the research. These references provide a foundation for the work and offer additional resources for those interested in the topic.

8. The eighth part of the document is a conclusion that summarizes the main points of the report. It reiterates the key findings and offers a final thought on the significance of the research.

9. The ninth part of the document is a list of appendices that provide additional information and data. These appendices are included to support the main text and to provide a more complete picture of the study.

10. The tenth part of the document is a glossary of terms that are used throughout the report. This glossary is provided to help readers understand the meaning of the various words and phrases used in the text.

11. The eleventh part of the document is a list of figures and tables that are included in the report. These figures and tables are used to present data in a visual format and to facilitate comparison and analysis.

12. The twelfth part of the document is a list of footnotes that provide additional information and references. These footnotes are included to provide more detail on specific points and to offer further reading for those interested in the topic.

Evaluated and rated by:

*RS*  
ROSARIO A. SALAS  
Head, DOH

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

Recommending Approval:

*VB*  
VICTOR B. BASIO  
Dean, CAFS

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

Approved by:

*BB*  
BEATRIZ S. BELTRANIAS  
Vice President for instruction

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

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

<p>Comments &amp; Recommendations Development Purpose:</p> <p><i>Keep up the good work!</i></p>
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### EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DARIO P. LINA  
Performance Rating: OUSTANDING

Aim: Achieve good performance in instruction, research and production

Proposed Interventions to Improve Performance:

Date: January , 2018 Target Date: December 2018

First Step: Upgrade instructional materials to outcomes-based education(OBE) in nature both

Both in undergrad and graduate courses

Acquire and improve instructional equipment and facilities for effective learning

Make proposals for research and extension relevant to R & D road map for

Priority commodity in the region or the country

Relate the relevance of these studies in the graduate and undergraduate courses being taught

Conduct research studies effectively

Date: January 2019

Target Date: December 2019

Next Step:

Make research proposals and submit to funding agencies, then conduct the research

To regional or national reviews and planning workshops for R & D projects on

Commercial crops

Respond positively to invitations for RP's in technical trainings and seminars for

Farmers and professional groups


Visit well established farms, investigate the good practices therein and identify areas for interventions

Write research results for publication in technical journals

Outcome: \_\_\_\_\_

Final Step/Recommendation:  
\_\_\_\_\_

Prepared by:

  
ROSARIO A. SALAS  
Unit Head

Conforme:

  
DARIO P. LINA

Name of Ratee Faculty/Staff