

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

Name of Faculty Member: Felix M. Salas

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)	50%	5	2.5
b. Students (50%)	50%	4	2.0
<b>TOTAL for Instruction</b>	<b>70%</b>	<b>4.5</b>	<b>3.15</b>
2. Research	20%	5	1.00
3. Extension	5.0%	5	0.25
4. Support to Students	3.0%	5	0.15
5. Administration	2.0%	5	0.10
	<b>100%</b>		<b>4.65</b>

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

Prepared by:



FELIX M. SALAS  
Name of Faculty

Reviewed by:



CANDELARIO L. CALIBO  
DoPAC Head

Approved by:



EDGARDO E. TULIN  
President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR) FORM

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 July to December, 2016.

FELIX M. SALAS  
Ratee

Approved:

CANDELARIO L. CALIBO  
Head, DoPAC

MFO No	MFO & PAPs	Success/Performance Indicators(Pi)	Program/ Activities Projects	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
							Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
MFO: 1	Advanced Education Services	P1.1. Number of graduate students advised	Instruction								
MFO: 2	Higher Education Services	P2.1. Full Teaching Equivalent (FTE)	Instruction	Teach Chem 11, Chem 16, Chem 127 & Chem 161	23	25.89	5	5	5	5	Vacation-Sick leave
		P2.2. Number of instructional materials developed/revised and utilized	Instruction								
		P2.2.1. New Syllabi/Lecture Manual	Instruction	Develop new OBE syllabus in Chemistry	1	1	5	5	5	5	Developed OBE syllabus in Chem 127
		P2.2.2. Revised Syllabi/Lecture Manual	Instruction	Revise course syllabus in Chemistry	1	1	5	5	5	5	Revised course syllabus in Chem 161
		P2.2.3. New Laboratory Manual	Instruction								
		P2.2.4. Revised a laboratory manual in Chemistry	Instruction								
		P2.2.5. Revised Course Outlines	Instruction	Revise course outlines in Chemistry	1	2	5	5	5	5	Revised course outlines in Chem 16 & Chem 161

		P2.3.0. Awards Received in Instruction	Instruction							
MFO: 3	Research Services	P3.1. Number of Awards received by student advisee	Research							1. R.A. Salas, R.R. Godoy, F.M. Salas, N. Menzies, S. Harper, and V. Asio. 2016 Yield and postharvest qualities of two eggplant ( <i>Solanum melongena</i> L.) hybrids applied with different levels of chicken manure. <i>In Proceedings</i> : 3 <sup>rd</sup> Asian Food Safety and Security Association Conference (AFSA) on 15-17 September 2016 at KUIT University
		P3.2. Number of research paper published in journals and or proceedings	Research	Published research output in international proceedings	2	2	5	5	5	5
										2. F.M. Salas and R.A. Salas. 2016. Chlorophyll content, free radical scavenging activity and horticultural characteristics of lettuce ( <i>Lactuca sativa</i> L.) grown in liquid nutrient formulations under aggregate hydroponic system. <i>In Proceedings</i> : 3 <sup>rd</sup> Asian Food Safety and Security Association Conference (AFSA) on 15-17 September 2016 at KUIT University
		P3.3. Number Oral and poster presentations in local, national and international conferences	Research	Present research outputs during In-House Reviews	5	6	5	5	5	5
										3 oral presentations during the Midterm Review of ACI/AR-Funded Researches at CCE, VSU (August 1-2, 2016)
										2 oral presentations during the In-House Review for Agricultural Researches at e-FARMI, VSU



										1 oral presentation during the In-House Review for DA-Funded Researches at DA-RFO 8, Tacloban City (November 29, 2016)	
		P3.4. Research proposals prepared and submitted for VSU and external funding agencies	Research	Prepare research proposals for funding	1	1	5	5	5	5	Technology demonstration for upland vegetable production (for CHED funding)
		P3.5. Number of approved and funded researches conducted	Research	Conduct approved and funded research	5	6	5	5	5	5	Conducted five researches on: (1) Pigmental composition and physicochemical parameters on the water quality of major river systems in Leyte (VSU-funded); (2) Liquid nutrient formulations for high value vegetable production (VSU-funded); (3) Seed treatment and starter solution technology for vegetables (DA-funded); (4) Assessment in food quality of two eggplant hybrids cultivated with different levels of chicken dung (ACIAR-funded); (5) Assessment in food quality of two eggplant hybrids cultivated with varying levels of nitrogen (ACIAR-funded); and (6) Assessment in food quality of two genotypes of sweet pepper cultivated with different levels of nitrogen
		P3.6. Amount/Value of research proposals prepared and submitted for VSU and other agencies	Research	Request research funding	5M	5M	5	5	5	5	The amounts are indicated on the proposals on file.
		P3.7. Number of researches conducted on schedule	Conduct of research	Conduct researches on schedule	6	6	5	5	5	5	The annual report matches with the program of activities indicated in the approved

		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	5	Payroll of disbursements is available at the accounting office of VSU & VIFARD.
		P3.9. Number of awards and recognitions received	Research award and recognition									
		P3.10. Number of brochures generated from research results	Research materials	Research outputs	1	1	5	5	5	5	5	Brochure on Liquid Nutrient Formulation for Pechay ( <i>Brassica sp.</i> L.) Production under Aggregate Hydroponic System
		P3.11. Number of groups or individuals mentored to conduct research	Research mentoring	Mentor groups or individuals to conduct research	5	6	5	5	5	5	5	(1) VSULHS students composed of 1 group with 5 members and 1 individual
MFO: 4	Extension Services	P4.1. Number of individual beneficiaries served	Giving assistance to clientele	Accommodate individuals seeking assistance	250	250	5	5	5	5	5	List of individual beneficiaries is on file.
		P4.2. Number of group beneficiaries served	Giving assistance to clientele	Accommodate groups seeking assistance	6	6	5	5	5	5	5	List of group beneficiaries is on file.
		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.	12	20	5	5	5	5	5	Certificates of appreciation and invitations are on file (Trainings on LNF for HVVP at VSU anniversary; Training of CCC on LNF for HVVP; and Farmers Field School on Climate Change Adaptation & Mitigation in Leyte (Abuyog, MacArthur, & Mayorga) and in Samar (Marabut).

		P4.4. Number of extension projects conducted and involved	Conducting extension activities	Conduct and involvement in extension projects	3	4	5	5	5	5	(1) Farmers' Field School on Climate Change Adaptation and Mitigation in Abyog, Leyte; (2) Farmers' Field School on Climate Change Adaptation and Mitigation in MacArthur, Leyte; (3) Farmers' Field School on Climate Change Adaptation and Mitigation in Mayorga, Leyte; and (4) Farmers' Field School on Climate Change Adaptation and Mitigation in Marabut, Eastern Samar.
		P4.5. Number of trainings conducted	Conducting training	Facilitate, conduct, demonstrate, and implement the training	4	4	5	5	5	5	Training on climate change adaptation and mitigation through hydroponic vegetable production (a. July 1-2, 2016; b. July 3-4, 2016; c. August 8, 2016; and d. December 4-5, 2016)
		P4.6. Number of brochures distributed on training	Distribution of brochures on training	Facilitate, conduct, demonstrate, and implement the training	90	90	5	5	5	5	Distributed 90 brochures on Liquid Nutrient Formulations for Hydroponic Vegetable Production during its training on climate change adaptation/mitigation at VSU which is sponsored by RAPID Climate Change Commission - Climate Change Office.
		P.4.7. Other extension output	Article review for publication	Review an article for publication in a peer-reviewed journal		1	5	5	5	5	As requested by the editor of the Annals of Tropical Research (ATR) for the 2nd issue of Volume 38
MFO: 5	Support to Students	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	Record of the list of students consultation regarding thesis and special concerns with signatures is on file.



		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	100	100	5	5	5	5	Record of the list of students' consultation regarding subject matter with signatures is on file.
		P5.2.4. Number of student thesis outline checked	Support to Students	Check thesis outline of BSChem, BSEM, & BSA-Hort students	10	13	5	5	5	5	Checked the outlines of 6 BS Chem students (Balagao, Baljon, Curayag, Tabada, Tobise & Ugay); 1 BSA-Hort student (Vilbar); 6 BSEM students (Caparas, Espiritu, Goltiano, Lerio, Mapula, Techo)
		P5.2.5. Number of student thesis manuscript advised and checked	Support to Students	Check manuscript of BSChem, BSEM, & BSA-Hort students	5	6	5	5	5	5	Checked the manuscripts of 3 BS Chem students (Abe, Balagao & Ugay); 1 BSA-Hort student (Vilbar); 2 BSEM students (Caparas & Goltiano)
		P5.2.6. 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	100	100	5	5	5	5	Record of the list of students' consultation regarding thesis and special concerns with signatures is on file.
		P5.2.7. Number of student research advising	Support to Students	Advise thesis of BSChem students	6	6	5	5	5	5	Advised the thesis of Balagao, Baljon, Curayag, Tabada, Tobise & Ugay
				Advise thesis of BSA-Hort students as co-advisor and SRC	5	8	5	5	5	5	Advised the thesis of Cabalhin, Carnalan, Colminas, Gloria, Herita, Parac, Vilbar, & Villar
				Advise thesis of BSEM students as advisor and SRC	5	6	5	5	5	5	Advised the thesis of Caparas, Espiritu, Goltiano, Lerio, Mapula, Techo
				Entertain visitors with zero percent complaint from client served	10	30	5	5	5	5	Entertained alumni, parents, and visitors from research partners and counterparts of ACIAR, AACUP, BAFS, DA, RAPID-Climate Change Commission, Philippine Red Cross & UPLB
MFO:6	General Administration and Support Services (GASS)	PG.1. Number of efficient and customer friendly services rendered	General Services	Entertain visitors with zero percent complaint from client served	10	30	5	5	5	5	

