

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%	4.667	2.3335
			4.8335
TOTAL for Instruction	60%	4.8335	<b>2.90</b>
2. Research	30%	5	1.50
3. Extension	5%	5	0.25
4. Support to Students	5%	5	0.25
5. Production	0%		0.00
TOTAL	100%		<b>4.90</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  
Head, DoPAC

Approved by:

EDGARDO E. TULIN  
President

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, FELIX M. SALAS, of the Department of Pure & Applied Chemistry, College of Arts & Sciences delivered and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 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	Higher Education Services	P1.1. Full Teaching Equivalent (FTE)	Instruction	Teach Chem 135 (lec), Chem 148, Chem 198 and Envi 116 (lec)	8	15.95	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	Develop new OBE syllabus in Chemistry	1	1	5	5	5	5	Developed OBE syllabus in Chem 135
		P1.2.2. Revised Syllabi/Lecture Manual	Instruction	Revise course outlines in Chemistry	1	1	5	5	5	5	Revised course outlines in Chem 127
		P1.2.3. New Laboratory Manual	Instruction	Develop new laboratory manual in Chemistry	1	1	5	5	5	5	Developed new laboratory manual in Chem 148
		P1.2.4. Revised a laboratory manual in Chemistry	Instruction								
		P1.2.5. Revised Course Outlines	Instruction	Revise course outlines in Chemistry	2	2	5	5	5	5	Revised course outlines in Chem 127 & Chem 148
		P1.3.0. Awards Received in Instruction	Instruction								
MFO: 2		P2.1. Number of graduate students advised	Instruction								
	Advanced Education Services	PI 1. Number of GAC memberships to graduate students	Instruction	Act as GAC member	1	1	5	5	5	5	Served as GAC member to Terre Virna Tanquezon

		PI 2. Full Teaching Equivalent (FTE)	Instruction	Teaches Chem 212 lec	1	1.66	5	5	5	5	
MFO: 3		P3.1. Number of Awards received by student advisee	Research								
	Research Services	P3.2. Number of research paper published in journals and or proceedings	Research	Publish research output in peer-reviewed international journal	1	1	5	5	5	5	Alana Joyce C. Jimenez & Felix M. Salas. 2016. Pigmental Composition and Physicochemical Parameters on the Water Quality of Salog River System in Hilongos, Leyte, Philippines. International Journal of Pure & Applied Sciences and Agriculture, 2(4):158-162
				Published research output in international proceedings	6	6	5	5	5	5	<p><b>In Proceedings</b>: International Conference on Nature Studies and Innovations for the Environment &amp; PSSN's 16th Annual Scientific Conference held at Silliman University, Dumaguete City, Philippines on May 24-28, 2016.</p> <p><b>In Proceedings</b>: International Undergraduate Research Symposium held at Center for Continuing Education, Visayas State University, Baybay City, Leyte, Philippines on May 16 - 20, 2016.</p>
				Published research output in journals (National)	1	1	5	5	5	5	Yu, AJG and FM Salas. 2016. Pigmental Composition at Varying Levels of Nitrogen and Physicochemical Parameters on the Water Quality of Palhi River in Baybay City, Leyte, Philippines. Annals of Tropical Research, 36(1):



				Published research output in proceedings (National)	1	1	5	5	5	5	<b>In Proceedings :</b> Second National Organic Agriculture Scientific Conference held at Visayas State University, Baybay City, Leyte on February 16-19, 2016.
		P3.3. Number Oral and poster presentations in local, national and international conferences	Research	International presentations of research outputs	6	6	5	5	5	5	<b>4 Oral presentations</b> during the International Conference on Nature Studies and Innovations for the Environment (ICoNSIE 2016) held at Silliman University, Dumaguete City, Philippines on May 24 - 28, 2016. <b>2 Poster presentations</b> during the International Undergraduate Research Symposium held at VSU, Baybay City, Leyte, Philippines on May 16-20, 2016.
		P3.3. Number Oral and poster presentations in local, national and international conferences	Research	National presentations of research outputs	1	1	5	5	5	5	<b>1 Poster presentation</b> during the Second National Organic Agriculture Scientific Conference held at VSU Convention Center, Baybay City, Leyte on February 16-19, 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	Prepared and submitted research proposals on "Collection, Propagation, and Biochemical Profiling of Traditional Herbs for Health Care in Baybay City, Leyte" for PITAHC funding

		P3.5. Number of approved and funded researches conducted	Research	Conduct approved and funded research	5	5	5	5	5	5	Conducted the approved and funded researches on (1) Liquid Nutrient Formulations for HVVP under Hydroponic System, (2) Physicochemical Characterization of Major River Systems in Leyte, (3) Seed Treatment and Starter Solution Technology for Vegetable Seed Multiplication in Region VIII, (4) Postharvest qualities of eggplant and sweetpepper genotypes at varying levels of chicken manure as organic fertilizer, and (5) Postharvest qualities of eggplant and sweetpepper genotypes at 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	5	5	5	5	5	5	The annual report matches with the program of activities indicated in the approved proposal.
		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	Payroll of disbursements is available at the accounting office of VSU.
		P3.9. Number of awards and recognitions received	Research award and recognition	Manifests Excellence in Research	1	1	5	5	5	5	Receipient and Regional Winner of 2016 Gawad Saka Outstanding Agricultural Scientist held at Leyte Academic Center, Palo, Leyte on May 27, 2016.
		P3.10. Number of brochures generated from research results	Research materials	Research outputs	1	1	5	5	5	5	Brochure on Liquid Nutrient Formulation for Lettuce ( <i>Lactuca sativa</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	5	5	5	5	5	2 groups of VLHS students composed of one and four students are conducting researches under my tutelage.
MFO: 4		P4.1. Number of individual beneficiaries served	Giving assistance to clientele	Accommodate individuals seeking assistance	250	250	5	5	5	5	List of individual beneficiaries is on file.
	Extension Services	P4.2. Number of group beneficiaries served	Giving assistance to clientele	Accommodate groups seeking assistance	6	6	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	12	5	5	5	5	Certificates of appreciation and invitations are on file (Trainings of ATI on GAP Jackfruit, Training of CCC on LNF for HVP, Training of Red Cross on LNF for HVP, & other requested engagements)
		P4.4. Number of extension projects conducted and involved	Conducting extension activities	Conduct and involvement in extension projects	3	3	5	5	5	5	Served as on-call and subject matter specialist in the vegetable and fruit production program of the Department of Agriculture-ATI, Climate Change Commission, and Red Cross, Philippines.
		P4.5. Number of trainings conducted	Conducted training	Facilitate, conduct, demonstrate, and implement the training	4	4	5	5	5	5	Conducted trainings on (1) Good Agricultural Practices for Jackfruit Production, and (2) Liquid Nutrient Formulations for Hydroponic Vegetable Production for (a) Climate Change Commission Projects, and (b) Red Cross Projects.
		P4.5. Number of brochures distributed on training	Distributed brochures on training	Facilitate, conduct, demonstrate, and implement the training	90	90	5	5	5	5	Distributed 90 brochures during the training on Liquid Nutrient Formulations for Hydroponic Vegetable Production for Climate Change Commission and Red Cross Projects.



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								
		P5.2. Student organization advising and consultation servises	Supporting student services								
	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.
		P5.2.3. Number of student related activities assisted	Support to Students	Record the number of student activities assisted	4	4	5	5	5	5	Certificates of appreciation and invitations from ChemSoc and ViHOS are on file.
		P5.2.4. Number of student thesis outline checked	Support to Students	Check thesis outline of BSChem, BSEM, & BSA-Hort students	24	24	5	5	5	5	Checked the thesis outline of BSChem students: Balagao,Baljao, Curayag, Odo, Tabada, Tobise & Ugay; BSEM students: Caparas, Goltiano, Mapula, Techo & Torregoza; BSA-Hort students: Arcel, Arcenas, Basa, Baslan, Escoro, Gaurana, Magalona, Moquiring, Mozolin, Paredes, & Villamor
		P5.2.5. Number of student thesis manuscript advised and checked	Support to Students	Check manuscript of BSChem, BSEM, & BSA-Hort students	23	23	5	5	5	5	Checked the manuscript of BSChem 4 students: Celaya, Espinosa, Ibo, Jimenez, Jualo, Kangleon, Malacora, Navales, Odo, Pepito & Tulin; BSA-Hort 4 students: Arcel, Arcenas,Basa, Baslan, Escoro, Gaurana, Magalona, Makiling, Malinao, Moquiring, Paredes, & Villamor

		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	13	13	5	5	5	5	Advised BSChem students: Balagao, Baljao, Celaya, Curayag, Espinosa, Jimenez, Jualo, Kangleon, Malacora, Navales, Tabada, Tobise, & Ugay,
				Advise thesis of BSA-Hort students	13	13	5	5	5	5	Advised BSA-Hort students: Arcel, Arcenas, Balce, Basa, Baslan, Escoro, Gaurana, Magalona, Malinao, Makiling, Moquiring,, Paredes, & Villamor
				Advise thesis of BSEM students	5	5	5	5	5	5	Advised BSEM students: Caparas, Goltiano, Mapula, Techo, & Torregoza
MFO:6		P6.1. Number of efficient and customer friendly services rendered	General Services	Entertain visitors with zero percent complaint from client served	10	10	5	5	5	5	Entertained alumni, parents of students, visitors from municipality of Baybay and DA-Province of Leyte, and Excursionists from Samar, Leyte, & Biliran.
	General Administration and Support Services (GASS)	P6.2. Number of emergency assistance	General Services	Assist students in times of emergency	1	1	5	5	5	5	Called-up the infirmary physician at once.
		P6.3. Number of documents properly filled-up and submitted for aggregate filing	General Services	Submit documents for aggregate filing	20	20	5	5	5	5	Submitted various documents for reporting and accreditation.
		P6.4. Number of times as OIC	General Administration	Prepare, sign, & submit or report documents as necessary	1	1	5	5	5	5	Prepared, signed, submitted, reported documents as necessary
		P6.5. Number of AACUP areas coordinated for accreditation	General Administration	Prepare and compile Extension and Community Engagement (Area VI) documents for AACUP accreditation of BS Chemistry Program	1	1	5	5	5	5	Prepared and compiled Extension and Community Engagement (Area VI) documents for AACUP accreditation of BS Chemistry Program



Total Over-all Rating									130.00	
Average Rating									5.00	
Adjectival Rating									0	

Received by:

DANIEL M. TUDTUD  
Head, Planning Office  
Date: \_\_\_\_\_

Calibrated by:

REMBERTO A. PATINDOL  
Chair, PMT  
Date: \_\_\_\_\_

Recommending Approval:

BEATRIZ S. BELONIAS  
VP for Instruction  
Date: \_\_\_\_\_

Approved by:

EDGARDO E. TULIN  
VSU President  
Date: \_\_\_\_\_

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		O

**Received by:**

DANIEL M. TUdTUD  
Head, Planning Office

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

**Calibrated by:**

REMBERTO A. PATINDOL  
Chair, PMT

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

**Recommending Approval:**

  
BEATRIZ S. BELONIAS

**Approved by:**

EDGARDO E. TULIN

**Comments & Recommendations for Development Purpose:**

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