

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: FELICIANO G. SINON  
Position/Designation: Professor VI

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x%)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
<b>1. Instruction</b>	<b>25%</b>		
a. Head/Dean (50%)		5.00	0.625
b. Students (50%)		4.00 <i>3.75</i>	0.500 <i>0.469</i>
<i>TOTAL for Instruction</i>			<i>1.125 1.094</i>
<b>2. Research</b>	<b>50%</b>	<b>4.89</b>	<b>2.445</b>
<b>3. Extension</b>	<b>15%</b>	<b>5.00</b>	<b>0.750</b>
<b>5. Production</b>	<b>10%</b>	<b>5.00</b>	<b>0.500</b>
<b>TOTAL</b>	<b>100%</b>		<i>4.820 4.781</i>

EQUIVALENT NUMERICAL RATING: 4.820-4.781

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.820-4.781

ADJECTIVAL RATING: OUTSTANDING

Prepared by:

FELICIANO G. SINON  
Name of Staff

Reviewed by:

ROBELYN T. PIAMONTE  
Director, NARC

Recommending Approved:

ROBELYN T. PIAMONTE  
Director, NARC

Approved:

MARIA JULIET C. CENIZA  
Vice-President for Research, Extension and Innovation

Visca, Baybay City, Leyte, Philippines

I, **FELICIANO G. SINON**, *Professor VI* of the **National Abaca Research Center-Visayas State University** commits to deliver and agree rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **January 2022 to June 2022**.

Date: 16/11/22

Date: 6/17/2022

Date: 6/30/2011

[illegible]

Ave. Rating (Total Over-all rating)				Comments & Recommendations for Development Purposes:  <i>Good job!</i>
Additional Points:				
Punctuality	-			
Approved Additional points	-			
(with copy of approval)				
FINAL RATING				
ADJECTIVAL RATING				

Evaluated and Rated by:

*[Signature]*  
ELDON DE PADUA

Head, DABE

Date: 6/17/22

Recommending Approval:

*[Signature]*  
JANET C. BENCURE

Dean, CET

Date: 30 June 2022

Approved by:

*[Signature]*  
BEATRIZ B. BELONIAS

Vice-President for Instruction

Date: 7/7/22



# VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

## INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **FELICIANO G. SINON**, *Professor VI* of the **National Abaca Research Center-Visayas State University** 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 2022.

**FELICIANO G. SINON**

Ratee

Date: 6/15/22

**ROBELYN T. PIAMONTE**

Head of Unit

Date: 6/16/22

**MARIA JULIET C. CENIZA**

Vice President for RE & I

Date: July 7, 2022

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	RATING				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
<b>MFO2: Research Services</b>		<b>Research: At least 50% of the total tasks</b>							
<b>PI1: Number of Outputs</b>	Number of outputs published in CHED accredited/ indexed journals	- Develops and submits publications	1	1 submission for publication	4	5	5	4.67	
Published in CHED accredited journals/ internationally indexed journals		in refereed/indexed journals							
<b>PI2: Number of Outputs</b>	Number of research outputs presented in regional/ national/international fora/conferences	- Develops and presents research output to scientific for a/conference - Conducts/implements research projects/studies	- 1 Research output presented (paper/poster per year) - 1 research project/study per year	3 Research outputs presented 1 Project	5	5	5	5	
<b>PI3: Number of proposals submitted for funding</b>	Number of proposals developed and submitted Number of proposals approved for funding	Develop and submit proposal	1	1 proposal	5	5	5	5	

<b>MFO3: Extension</b>		<b>Extension: At least 15%</b>							
<b>Services</b>		<b>of the total tasks</b>							
<b>PI1: Number of Training conducted</b>	Number of person-days served/briefed/	- Briefs walk in clientels/visitors on abaca and/or conducts on-site consultations	10 persons briefed/served/trained	20 persons	5	5	5	5	
		- Conducts/implements extension projects/components	- 1 extension project/component per year	1 Project	5	5	5	5	
<b>Production:</b>		<b>Other Activities: At least 10% of the total tasks</b>							
	Amount in Peso generated	generate income	100,000 pesos	110,000 pesos	5	5	5	5	
	No. of project conducted	conducts IGP project	1 project	1 Project	5	5	5	5	
	No. of reports submitted	make and submit reports	1 report	1 report	5	5	5	5	
<b>Total Over-all Rating</b>									

<b>Ave. Rating</b> (Total Over-all rating)				<b>Comments &amp; Recommendations for Development Purposes:</b>
<b>Additional Points:</b>				
Punctuality	-			
Approved Additional points	-			
(with copy of approval)				
<b>FINAL RATING</b>				
<b>ADJECTIVAL RATING</b>				


His endeavors/researches have great impact to the Center & person for duty. Good Job!

Evaluated and Rated by:

Recommending Approval:

Approved by:

  
**ROBELYN T. PIAMONTE**

  
**ROSA OPHELIA D. VELARDE**

  
**MARIA JULIET C. CENIZA**

Director, N ARC  
Date: July 6, 2022


Director for Research  
Date: July 6, 2022

Vice President for RE & I  
Date: July 7, 2022



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **FELICIANO G. SINON**  
Performance Rating: **OUTSTANDING**

Signature: 

Aim: **Efficient and effective implementation of abaca RDE programs.**  
**Efficient and effective implementation of academic programs in affiliated colleges/departments.**

Proposed Interventions to Improve Performance:

Date: January 1, 2022 Target Date: June 30, 2022

First Step:

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- **Develop research programs and projects**
  - **To teach engineering course**
  - **To develop and submit proposals to funding agencies.**
  - **Implement abaca researches.**
  - **Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.**
  - **Perform production functions (e.g. mass production of machines)**

Result:

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- **On-time production of research products and outputs**
  - **Outstanding research outputs.**
  - **Submitted grades of students on time.**
  - **Generated income from production of machines**
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Date: July 1, 2022 Target Date: December 31, 2022

Next Step:

- **To conduct other assigned responsibilities of the university.**
  - **To develop and submit proposals to funding agencies.**
  - **Implement abaca researches.**
  - **Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.**
  - **Implement abaca researches.**
  - **Perform production functions (e.g. mass production of machines).**
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Outcome:

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- Achievement of other university functions.
- Outstanding research outputs/promising technologies/relevant information generated.
- Advisees graduated on time.
- Generation income from production of machines.
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Final Step/Recommendation:

**His endeavors/researches have great impact to the center and abaca industry. Good Job!**

Prepared by:

  
**ROBELYN T. PIAMONTE**  
Unit Head