

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: LUZ G. ASIO (Assistant Professor II)

| Program Involvement<br>(1)    | Percentage Weight of Involvement<br>(2) | Numerical Rating<br>(Rating x %)<br>(3) | Equivalent Numerical Rating<br>(2x3) |
|-------------------------------|---|---|--------------------------------------|
| 1. Instruction                |   |   |                                      |
| a. Head/Dean                  | 40.00                                   | 4.28                                    | 1.71                                 |
| b. Students                   | 35.00                                   | 5.00                                    | 1.75                                 |
| Total for Instruction         | 75.00                                   |   | 3.46                                 |
| 2. Research                   |   |   |                                      |
| a. Client/Dir. for Research   | 15                                      | 4.90                                    | 0.74                                 |
| b. Dept. Head/Center Director |   |   |                                      |
| Total for Research            | 15                                      | 4.90                                    | 0.74                                 |
| 3. Extension                  |   |   |                                      |
| a. Client/Dir. for Extension  | 10                                      | 4.80                                    | 0.48                                 |
| b. Dept. Head/Center Director |   |   |                                      |
| Total for Extension           | 10.00                                   | 4.80                                    | 0.48                                 |
| 4. Administration             |   |   | 0.00                                 |
| 5. Production                 |   |   |                                      |
| TOTAL                         | 100.00                                  |   | 4.68                                 |

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

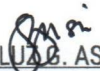
TOTAL NUMERICAL RATING:

ADJECTIVAL RATING:

OUTSTANDING

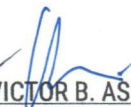
Prepared by:

Reviewed by:

  
LUZ G. ASIO  
Name of Faculty

  
ULYSSES A. CAGASAN  
Head, Department of Agronomy

Recommending Approval:

  
VICTOR B. ASIO  
Dean, College of Agriculture and Food Science


Approved by:

  
BEATRIZ S. BELONIAS  
Vice President, Instruction

Visayas State University  
College of Agriculture Food and Science  
**DEPARTMENT OF AGRONOMY**  
Visca, Baybay City, Leyte

### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, LUZ G. ASIO, Assistant Professor II of the Department of Agronomy, 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 2019.

  
**LUZ G. ASIO**

Assistant Professor II

Date: 30 Jan 20

  
**ULYSSES A. CAGASAN**

Head, Department of Agronomy

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

| MFO No.   | MFO Description | Success Indicator (SI) | %  | Task Assigned | Target   | Actual Accomplishment | Rating  |            |            |         | Remark |  |
|---|-----------------|------------------------|--|---------------|--|-----------------------|---------|------------|------------|---------|--------|--|
|   |                 |                        |  |               |  |                       | Quality | Efficiency | Timeliness | Average |        |  |
| UMFO 1. Advanced Education Services                     |                 |                        | 20%  |               |  |                       |         |            |            |         |        |  |
| OVPI MFO 1. Graduate Degree Program Management Services |                 |                        |  |               |  |                       |         |            |            |         |        |  |
| 0 = 3   | 1 = 4.8         | >2 = 5.0               | PI 1: Number of graduate degree specializations offered and monitored  |               | Number of graduate degree specializations monitored  | 2                     | 2       | 4.7        | 4.7        | 4.7     | 4.70   |  |
| 1.5 - 2.0 = 4.8   |                 |                        | PI 2: Total FTE monitored  |               | Total FTE  | 2                     | 2.22    | 5          | 5          | 5       | 5.00   |  |
|   |                 |                        | PI 3: Percentage increase in number of graduate students enrolled  |               | Monitored graduate students enrolled in the university   | 2                     | 3       | 5          | 5          | 5       | 5.00   |  |
|   |                 |                        | PI 4: Number of graduate program proposed and approved   |               | Number of curricular program proposed and approved   |                       |         |            |            |         |        |  |
|   |                 |                        | PI 5: Number of thesis advisees who graduated within prescribed period   |               | Number of graduate students who graduated on time  |                       |         |            |            |         |        |  |
|   |                 |                        | PI 6: Percentage increase in number of students who graduated within prescribed period                               |               | Recommended graduate students for graduation   |                       |         |            |            |         |        |  |
| OVPI MFO 2. Graduate Student Management Services        |                 |                        |  |               |  |                       |         |            |            |         |        |  |
|   |                 |                        | PI 1: Number of graduate students awarded with scholarship/ assistantship  |               | Monitored graduate students awarded with scholarship/assistantship   | 2                     | 3       | 5          | 5          | 5       | 5.00   |  |
|   |                 |                        | PI 2: Percentage of graduate students awarded with scholarship/ assistantship who graduated within prescribed period |               | Monitored graduate students awarded with scholarship/ assistantship who graduated within prescribed period | 2%                    | 4       | 5          | 5          | 5       | 5.00   |  |



|  |  |  |   |   |     |     |   |   |      |  |
|--|--|--|---|---|-----|-----|---|---|------|--|
| <b>UMFO 2. Higher Education Services</b>                                       |  |  |   |   |     |     |   |   |      |  |
| <b>OVPI MFO 1. Curriculum Program Management Services</b>                      |  |  |   |   |     |     |   |   |      |  |
|  | PI 1: Total FTE monitored  |  | Total FTE   | 2 | 7.5 | 4.5 | 5 | 5 | 4.83 |  |
|  | PI 4: Percentage increase in number of undergraduate students enrolled                                   |  | Reviewed and approved the offering of unscheduled subjects  |   |     |     |   |   |      |  |
|  | PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period |  | Evaluated credentials of graduating students with latin honors with the Honors and Awards Committee |   |     |     |   |   |      |  |
|  | PI 6: Percentage passing of students in licensure board examination                                      |  | Gave due recognition to placers of the PRC Licensure Board Examinations                             |   |     |     |   |   |      |  |
|  | PI 7: No. of students graduated within the prescribed period   |  | Recommended for approval graduate students awarded with honors/distinction                          |   |     |     |   |   |      |  |
| <b>OVPI MFO 2. Student Management Services</b>                                 |  |  |   |   |     |     |   |   |      |  |
| <b>UMFO 3. Research Services</b>   |  |  |   |   |     |     |   |   |      |  |
|  | PI 1. Number of published papers in internationally indexed journals                                     |  |   |   |     |     |   |   |      |  |
|  | <i>In refereed int'l journals</i>  |  |   | 0 | 1   | 5   | 5 | 5 | 5.00 |  |
|  | PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences                  |  |   |   |     |     |   |   |      |  |
|  | <i>In nat'l fora/conferences</i>   |  |   | 0 | 1   |     |   |   |      |  |
|  | PI 3. Number of research projects conducted and/or completed on schedule                                 |  |   |   |     |     |   |   |      |  |
|  | No. of technical/expert services (as peer reviewer)  |  |   | 1 | 3   | 5   | 5 | 5 | 5.00 |  |
| <b>UMFO 4. Extension Services</b>  |  |  |   |   |     |     |   |   |      |  |
|  | PI 4. Number of extension projects conducted and/or completed on schedule                                |  |   |   |     |     |   |   |      |  |
| <b>UMFO 5. Support to Operations (STO)</b>                                     |  |  |   |   |     |     |   |   |      |  |
| <b>OVPI MFO 1. Faculty Development Services</b>                                |  |  |   |   |     |     |   |   |      |  |
| <b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>                         |  |  |   |   |     |     |   |   |      |  |
| <b>OVPI MFO 3. Faculty Evaluation Services</b>                                 |  |  |   |   |     |     |   |   |      |  |
| <b>OVPI MFO 4. Admission &amp; Registration Services</b>                       |  |  |   |   |     |     |   |   |      |  |
| <b>OVPI MFO 5. Guidance and Counselling &amp; Support to Students Services</b> |  |  |   |   |     |     |   |   |      |  |
| <b>OVPI MFO 6. Library Services</b>  |  |  |   |   |     |     |   |   |      |  |
| <b>OVPI MFO 7. Distance Education Services</b>                                 |  |  |   |   |     |     |   |   |      |  |
| <b>OVPI MFO 8. Program and Institutional Accreditation Services</b>            |  |  |   |   |     |     |   |   |      |  |
| <b>OVPI MFO 9. Development Broadcasting &amp; Communication Services</b>       |  |  |   |   |     |     |   |   |      |  |
| <b>UMFO 6. General Administration and Support Services (GASS)</b>              |  |  |   |   |     |     |   |   |      |  |
| <b>OVPI MFO 1. Administrative and Facilitative Services</b>                    |  |  |   |   |     |     |   |   |      |  |

|                                |   |  |   |   |      |      |     |     |      |                     |
|--------------------------------|---|--|---|---|------|------|-----|-----|------|---------------------|
|                                | PI 2: Number of university committees/ boards/council chaired & coordinated   |  | Attended college and university committess meeting                                      | 2 | 4    | 5    | 5   | 5   | 5.00 |                     |
|                                | PI 5: Number of frontline academic services monitored and ensured to be customer friendly & efficient and citizens charter posted conspicuously |  | Monitored frontline academic services and ensured to be customer friendly and efficient |   |      |      |     |     |      |                     |
|                                | PI 6: Percentage of new faculty recruited/hired using procedures aligned with ISO standards   |  | Reviewed and evaluated faculty recruited/hired using ISO standards as Dept. APC member  |   |      |      |     |     |      |                     |
|                                | PI 7: Number faculty recommended for graduate studies   |  | Recommended for approval to the University President as Dept. APC member                |   |      |      |     |     |      |                     |
|                                | PI 9: Percentage of faculty evaluated by their students   |  | Coordinated and monitored faculty evaluation by their students                          |   |      |      |     |     |      |                     |
| OVPI MFO 2. Frontline Services |   |  |   |   |      |      |     |     |      |                     |
|                                | PI 1. Efficient and customer-frienly frontline service  |  | Zero percent complaint from clients served  | 0 | 0    | 5.0  | 5.0 | 5.0 | 5.00 |                     |
|                                | Best practices/new initiatives  |  | Subsidized students' contribution during parties  | 1 | 2.00 | 5.00 | 5.0 | 5.0 | 5.00 |                     |
|                                |   |  | Set schedules of thesis manuscript processing to assure on time graduation              | 2 | 3.00 | 5.00 | 5   | 5   | 5.00 |                     |
|                                |   |  |   |   |      |      |     |     |      |                     |
| Total Over-all Rating          |   |  |   |   |      |      |     |     |      | 49.53               |
| Average Rating                 |   |  |   |   |      |      |     |     |      | 4.93 4.97 4.97 4.96 |
| Adjectival Rating              |   |  |   |   |      |      |     |     |      | OUTSTANDING         |

**Comments and Recommendations for Development Purpose:**

*Maintain outstanding rating and publish articles in refereed journals.*

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

Evaluated and Rated by:

**ULYSSES A. CAGASAN**

Head, Department of Agronomy

Date: 02/2/2020

Recommending Approval:

**VICTOR B. ASIO**

Dean, College of Agriculture and Food Science

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

Approved by:

**BEATRIZ S. BELONIAS**

Vice President, Instruction

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



Exhibit L

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee: LUZ G. ASIO  
Performance Rating: OUTSTANDING

**Aim:** To enhance performance in teaching, and publish research output

**Proposed Interventions to Improve Performance**

Date: January 30, 2020

Target Date: January to December 31, 2020

**First Step:**

Attend trainings and seminars and present papers in scientific conferences

**Result:**

Improved performance in teaching strategies  
Publish research article in refereed journal

**Target Date:** July 1 to Dec. 31, 2020

**Next Step:**

Write scientific publications and develop project proposal

**Outcome:** Submitted paper for evaluation in refereed journals and submitted research proposal for funding

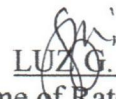
**Final Step/Recommendation:**

Maintain outstanding rating and publish research articles in refereed journals

Prepared by:

  
**ULYSSES A. CAGASAN**  
Unit Head

Conforme:

  
LUZ G. ASIO  
Name of Ratee Faculty/Staff