

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **LUZ O. MORENO**
Position/Designation: **Professor III, NARC**

| Program Involvement | Percentage Weight of Involvement | Numerical Rating (Rating x%) | Equivalent Numerical Rating |
|-------------------------------------|----------------------------------|------------------------------|-----------------------------|
| (1) | (2) | (3) | (2x3) |
| 1. Instruction | 25% | | |
| a. Head/Dean (100%) | | 5.00 | 1.250 |
| b. Students (0%) | | | |
| <i>TOTAL for Instruction</i> | | | 1.250 |
| 2. Research | 40% | 4.67 | 1.868 |
| 3. Extension | 5% | 5.00 | 0.250 |
| 4. Others | 30% | 4.69 | 1.407 |
| | | | |
| TOTAL | 100% | | 4.775 |

EQUIVALENT NUMERICAL RATING:

4.775

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.775

ADJECTIVAL RATING:

OUTSTANDING

Prepared by:

LUZ O. MORENO
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

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **LUZ O. MORENO, Professor III** 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 2022 to June 2022**.

LUZ O. MORENO

Approved:

LUZ O. MORENO

VICTOR B. ASIO

College Dean

Date: 6/20/2022

Date: 6/20/2022

Date: 6/22/2022

| MFO & Performance Indicators (PI) | Success Indicators | Task Assigned | Target | Actual Accomplishments* | RATING | | | | Remarks |
|-----------------------------------------------------|--------------------------------------------------------|-----------------------------------------------------|-----------------------------------------------------|---------------------------------|----------------|----------------|----------------|----------------|---------|
| | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| MFO1: Advanced and Higher Education Services | | | Instruction: At least 25% of the total tasks | | | | | | |
| PI1: Full-Time Equivalent (FTE) | Number of courses/subjects handled per semester/summer | Teaches courses/subjects per semester | 1 | 1 | 5 | 5 | 5 | 5 | |
| P12: Student advising | Number of student research advisees | Handles student research advisees/Acts as Adviser | 2 | 5 (2 graduate; 3 undergraduate) | 5 | 5 | 5 | 5 | |
| | Number of students advisees | Acts as SRC chairman/member (undergraduate student) | 2 | 3 | 5 | 5 | 5 | 5 | |
| | Number of on-line ready courseware developed | | 1 | 1 | 5 | 5 | 5 | 5 | |
| | Number of teaching tools developed | | 2 | 2 | 5 | 5 | 5 | 5 | |
| | Number of hours spent on student consultation | | 30 | 50 | 5 | 5 | 5 | 5 | |
| | Ave. Rating (Total Over-all rating divided by 4) | | | | | | | | |
| | Additional Points: | | | | | | | | |
| | Punctuality | | | | | | | | |
| | Approved Additional points (with copy of approval) | | | | | | | | |
| Others: | | | | | | | | | |
| As Department Head | | | | | | | | | |
| | FINAL RATING | | | | | | | | |
| | ADJECTIVAL RATING | | | | | | | | |

keep it up!

Evaluated and Rated by:



LUZ O. MORENO

Head of Unit

Date: 6/20/2022

Recommending Approval:



VICTOR B. ASIO

Dean, CAFS

Date: 6/20/2022

Approved by:



BEATRIZ S. BELONIAS

Vice President for Instruction

Date: 7/7/2022

“Exhibit B”

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **LUZ O. MORENO, Professor III** 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 1 to June 30, 2022.

LUZ O. MORENO

Ratee

Date: 6/20/22

Approved: **ROBELYN T. PIAMONTE**

Head, NARC

Date: 6/20/22

MARIA JULIET C. CENIZA

Vice President for REI

Date: July 1, 2022

| MFO & Performance Indicators (PI) | Success Indicators | Task Assigned | Target | Actual Accomplishments | RATING | | | | Remarks |
|-------------------------------------------------------------------------|--------------------------------------------------------------------------------------|----------------------------------------------------------------------|--------|--------------------------------------------------|----------------|----------------|----------------|----------------|--------------------------------|
| | | | | | Q ¹ | E ² | T ³ | A ⁴ | |
| MFO2: Research Services | | | | Research: At least 40% of the total tasks | | | | | |
| PI1: Number of Outputs | Number of research outputs submitted for | Develops research paper | 1 | 0 | | | | | for July-Dec. |
| Published in CHED accredited journals/ internationally indexed journals | publication in refereed international/ national and other accredited indexed journal | for publication in refereed international/ national indexed journals | | | | | | | |
| PI2: Number of Outputs | Number of research outputs presented | Presents research outputs in | 2 | 0 | | | | | for July-Dec. |
| presented in regional/ national/international fora/conferences | in international/national/regional and local fora or conferences | international/national/regional and local fora or conferences | | | | | | | |
| | Number of Awards received | | | | | | | | |
| | Number of research projects/studies implemented | Implements research projects/studies (with a total of 5 studies) | 2 | 2 | 4 | 5 | 5 | 4 & 7 | |
| PI3: Number of proposals submitted | Number of proposals developed and submitted | Develop and submit proposal | 1 | | | | | | for July-Dec. |
| | Number of proposals approved for funding | | | | | | | | at least 1 proposal per 4 mos. |

| | | | | | | | | |
|-------------------------------------------|----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|--------------------------------------------------|-------|---|---|---|------|
| MFO3: Extension Services | | | Extension: At least 5% of the total tasks | | | | | |
| PI1: Number of Trainings conducted | Number of clients served | Provide technical assistance to abaca pulp processors, farmers & other clients | OJT students | | | | | |
| | Number of projects implemented | Conducts/implements projects/components | 1 | 3 | 5 | 5 | 5 | 5.0 |
| | Number of visitors briefed | Conducts briefings on abaca production, variety selection & other technologies | | | | | | |
| Others: | | | Others: At least 35% of total tasks | | | | | |
| Production | Number of STF production project | Implemented Root Abaca STF project effective September 2021 | 1 | 3 | 3 | 3 | 3 | 3.0 |
| | | Number of bottles per quarter of the whole year | 8,000 bottle/year | 5,000 | 5 | 4 | 4 | 4.33 |
| ISO Internal Lead Auditor | | | | | | | | |
| | Number of virtual meetings, seminars, conference | Attends virtual meetings, seminar, conferences | 15 | 25 | 5 | 5 | 5 | 5.0 |
| | Number of university-wide meetings conducted | ISO-related meetings | | 15 | 5 | 5 | 5 | 5.0 |
| | Number of processes/procedures monitored during the roll out/implementation of 3rd IQA | QMS registered procedures | | 35+ | 5 | 5 | 5 | 5.0 |
| | | Action Plans for IQA GOOI | | 1 | 4 | 5 | 5 | 4.67 |
| | Number of documents reviewed/revisited and submitted | IQA SWOT | | 1 | 4 | 5 | 5 | 4.67 |
| | | IQA ROAM | | 1 | 4 | 5 | 5 | 4.67 |
| | Number of Audit reports prepared/submitted | SSA GOOI List | | 12 | 5 | 5 | 5 | 5.0 |
| | | SSA NC Report and Root Cause | | 2 | 5 | 5 | 5 | 5.0 |
| | | SSA Action Plan | | 1 | 4 | 5 | 5 | 4.67 |
| | | IQA OTP monitoring form | | 1 | 4 | 5 | 5 | 4.67 |
| | Number of Memos, NOM drafted and submitted to OP for approval | | | 4 | 5 | 5 | 5 | 5.0 |
| | Number of ISO-registered forms revised | IQA forms | | 4 | 5 | 5 | 5 | 5.0 |
| | | IQA OTP | | 1 | 4 | 5 | 5 | 4.67 |
| | Number of committee membership/ | Acts as committee member/chair w/in | 2 | 6 | 5 | 5 | 5 | 4.67 |

| | | | | | | | | | |
|------------------------------|------------------------------------------------------------------------|----------------|--|---|--------------------------------------------------------------|---|---|------|--|
| | chairmanship w/n the university | the university | | | | | | | |
| | Fibercrops Technical Working Group (National Seed Industry Council) | Member | | 1 | 4 | 5 | 5 | 4.67 | |
| Total Over-all Rating | | | | | | | | | |
| | | | | | | | | | |
| | | | | | | | | | |
| | Average Rating (Total Over-all rating divided by 4) | | | | Comments & Recommendations for | | | | |
| | Additional Points: | | | | Development Purposes: | | | | |
| | Approved Additional points (with copy of approval) | | | | Very dependable and very supportive to NARC endeavors. | | | | |
| | FINAL RATING | | | | | | | | |
| | ADJECTIVAL RATING | | | | | | | | |

Evaluated and Rated by:

Recommending Approval:

Approved by:

ROBELYN T. PIAMONTE
Director, NARC
Date: June 22

ROSA OPHELIA D. VELARDE
Director for Research
Date: July 6, 2022

MARIA JULIET C. CENIZA
Vice-President, Research, Extension & Innovation
Date: July 7, 2022

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **LUZ O. MORENO**
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:

1. To develop and submit proposals to funding agencies.
2. Implement abaca researches.
3. Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.
4. Perform production functions (e.g. mass production of planting materials).

Result:

1. Outstanding research outputs.
2. Submitted grades of students on time.
3. Generated income from production of planting materials

Date: July 1, 2022 Target Date: December 31, 2022

Next Step:

1. To develop and submit proposals to funding agencies.
2. Implement abaca researches.
3. Perform instruction-related functions like teaching and as adviser to undergraduate and graduate students.
4. Perform production functions (e.g. mass production of planting materials).

Outcome:

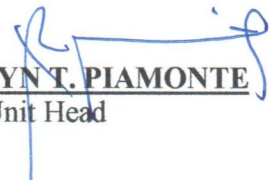
1. Outstanding research outputs/promising technologies/relevant information generated.

2. Advises graduated on time.
3. Generation income from production of planting materials.

Final Step/Recommendation:

**Very dependable and very supportive to NARC's endeavors.
For promotion.**

Prepared by:


ROBELYN T. PIAMONTE
Unit Head