Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Pastor P. Garcia

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Averages from IPCR)	Equivalent Numerical Rating
	(2)	(3)	(2x3)
6. Instruction			
c. Head/Dean (50%)	10	4.72	0.472
d. Students (50%)	10	5.00	0.500
TOTAL for Instruction	20		0.972
7. Research	60	5.00	3.000
8. Extension	5	4.80	0.240
9. Administration	15	4.792	0.745
10. Production			
TOTAL	100		4.957

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	v		VIL		TIOI				LIVO.

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

FINAL NUMERICAL RATING

ADJECTIVAL RATING:

Outstanding

4.957

4.957

4.957

Prepared by

Name of Faculty

Reviewed by:

Department Head

Approved:

President

VISAYAS STATE UNIVERSITY

Visca, Baybay City, Leyte, Philippines

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, PASTOR P. GARCIA, Assoc. Prof. II of the Ecological Farm and Resource Management Institute (Eco-FARMI), Visayas State University and agree

to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period <u>January 2016</u> to <u>June 2016</u>.

PASTOR P. GARCIA Ratee Approved: ROMEL B. ARMECIN

OIC/Unit Head

ARTURO E. PASA OIC Dean, CFNR

a. AURORA TW. TABADA

Head, ISRDS

		Success/ Performance			/	Accomplishment		R	ating		
MFO No.	MFO Description	Indicators	Task Assigned	Target	Actual	Details of accomplishment	Q ¹	E ²	T ³	A ⁴	Remarks
MFO 1	Advanced Education Services	PI 1: Total FTE monitored	Conduct lecture and lab for LAMP229	2	1.25	LAM229 (lec) - 2hrs x 3/12 = 0.5; LAM229 - 3 hrs x 3/12= 0.75	40	40	45	41	3
		PI 2: Number of graduate students advised	Acts as adviser or member of graduate research committee	1	1	Monge, J (11-1-02130)	416	4	141	496	3
MFO 2	Higher Education Services	PI 1. Number of FTE coordinated and implemented	Conduct lectures/laboratory classes, prepare exams, check papers, compute grades, submits UR office	0	6	Envi121(lec)- 2hrsx 24/20=2.4; Envi 121(lab) - 3hrs x 24/20=3.6	170	to	(1)	J.00)
		PI 2. Number of students advised	Acts as adviser to undergraduate students and conducts consultation of students								
		PI 3. No. of student organizations Advised/Assisted	Acts as adviser to students organization(s)								
		PI 4. Number of instructional materials developed									
		PI 5. Additional outputs									

MFO 3	Research Services	PI 1: Number of published papers in internationally indexed journal (institutional) PI 2: Number of research outputs presented in regional/national/int'l fora/conferences PI 3. Number of research projects conducted and/or completed on schedule PI 4: Number of research	Develops and submits publications in refereed/ indexed journals Develops and presents research output to scientific fora/conferences Conducts/implements research project/studies Develops and submits								
		proposals submitted	research proposals for funding			-	_				
		PI 5. Percent of research proposals approved	9								
		PI 6: Amount of research money generated from external funding		6M	11M	Phil-Lidar 2 project	50	TO	5.0	TIO)
		<u>PI 7</u> : Amount of research money generated from institutional funding	Generate research projects from VSU funding								
		PI 8. Additional outputs									
MFO 4	Extension Services	PI 1. Number of person-days trained weighted by length of training									
		PI 2. Number of IEC materials/ technoguides developed/ used									
		PI 3. Number of beneficiaries served									
		PI 4. Number of Extension projects conducted and/or completed on schedule	Conducts/implements extension projects/ components	1	1	Ecolological Farming for the Visayas	4il	4	Tai	1900	ó
		PI 5 Number of extension proposal submitted	Develops and submits extension projects for funding								
		PI 6: Percent of extension proposals approved									499

		PI 7: Amount of extension money generated from institutional funding PI 8: Additional outputs	Generate extension projects from VSU funding								
		 Number of extension-related awards 									
		New linkage established .									
MFO 5	Support to operations	PI 1. Number of university seminars/trainings/ conventions PI 2. Number of in-house seminars/trainings coordinated									
		PI 3. Amount of income generated from activity PI 4: Additional outputs									
		Number of literatures contributed to Ecological Farming System (EFS) Database	Search literatures for the EFS Database	10	15	Assorted pdf files of literatures related to the Lidar project, Land Mgt course, and Climate Change	5.0	to	50	500)
MFO 6	General Admin & Support Services	PI 1: Number of staff supervised and monitored	Excercises overall supervision of research and extension projects	15	27	Lidar 1- 15; Lidar 2=12	50	50	50	1.0	٥
		PI 2: No. of mgt meetings conducted	Presides/chairs over project's meeting	6	6	Monthly meeting of Lidar project	40	14	4	10606	70)
		PI 3: No. of letters/memos issued	Issuance of letter requests/memos, etc.								
		PI 4: No. of reports/documents submitted	Prepares and/or reviews and submits reports, data and other info. Requested by VSU and other agencies	3	4	Submitted 2 quarterly financial report and 2 quarterly progress report	4.7	47	4.7	4.7	D
		PI 5: No. of documents reviewed/signed	Reviews/signs admin, docs, vouchers, travels, CSR's/DTR's. requisition, etc.	60	70	Payrolls, Travel vouchers, Job requests, Cash advance, Procurement plan,	48	49	49	418	7
		PI 6: Amount of Funds generated outside VSU	Generated funds outsite VSU								

	Received by:	Calibrated by:	Recommending Approval:	<i>~</i>	Approve	ad by:			
	ADJECTIVAL RATING							Ó 65	tstande
	FINAL RATING						_		
	(with copy of approval)								
	points								
	Approved Additional	-					T		
	Punctuality	-							
	Additional Points:								
Rating								1.7	2
Over-all	rating divided by 4)							4,5	G2
Total	Ave. Rating (Total Over-all						+		
		PI 9: Additional outputs		+			+		
							-		
		reviewed	papers						
		PI 8: No. of reports/docs	Review IGP documents/						
		PI 7: No.of IGP/STF's supervised	Supervises Eco-FARMI's IGP/STF projects						

Received by: Planning Office Date:	REMBERTO A. PATINDOL PMT Date:	Recommending Approval:	OTHELLO Vice Presid Date:	E. CAPUNI dent	<u>0</u> !	oved by: EDGARÍ Pre	DO E	LIN	