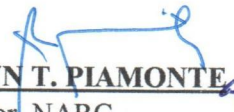# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS
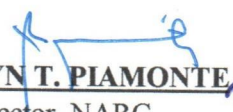
Name of Faculty Member: **FELICIANO G. SINON**
Position/Designation: **Professor VI**
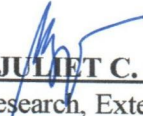
Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x%)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction	25%		
a. Head/Dean (50%)		5.00	0.625
b. Students (50%)		4.00	0.500
TOTAL for Instruction			1.125
2. Research	50%	4.78	2.390
3. Extension	15%	5.00	0.750
5. Production	10%	5.00	0.500
TOTAL	100%		4.765

EQUIVALENT NUMERICAL RATING: 4.765
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.765
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

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 targets in accordance with the indicated measures for the period **July to December 2021.**

FELICIANO G. SINON
Ratee
DateL __1/17/22__

Approved: **ELDON DE PADUA**
Head of Unit, DABE
Date: __1/20/22__

JANET C. BENCURE
Dean, CET
Date: __1/20/22__

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 course/subjects/sections handled per semester	- Teaches course/subject/section per semester	1 subject/section	1 subject w/ 2 sections	5	5	5	5	
PI2: Student advising and consultation services	Number of hours spent to student consultation per semester	- Renders student consultation	- 2 hrs/wk student consulta	2 hrs/wk	5	5	5	5	
	Number of student advisees and/or SRC membership	- Handles student advisee and/or SRC membership per semester	- 1 student advisee and/or SRC membership per semester	1 student advisee member	5	5	5	5	
Total Over-all Rating									

				Comments & Recommendations for Development Purposes:
Ave. Rating (Total Over-all rating					*Congrats !*
Additional Points:					
Punctuality	-				
Approved Additional points	-				
(with copy of approval)					
FINAL RATING				5.0	
ADJECTIVAL RATING				OUTANDING	

Evaluated and Rated by:

ELDON DE PADUA
Head, DABE
Date: 1/20/21

Recommending Approval:

JANET C. BENCURE
JANET Dean, CET
Date: 1/20/22

Approved by:

BEATRIZ B. BELONIAS
Vice-President for Instruction
Date: 2/11/22

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 targets in accordance with the indicated measures for the period July to December 2021.

FELICIANO G. SINON	**ROBELYN T. PIAMONTE**	**MARIA JULIET C. CENIZA**
Ratee	NARC, Director	Vice President for RE & I
Date: 1/17/22	Date: 1/17/22	Date: 1/24/22

MFO & Performance Indicators (PI)	Success Indicators	Task Assigned	Target	Actual Accomplishments	Q[1]	E[2]	T[3]	A[4]	Remarks
MFO2: Research Services		Research: At least 50% of the total tasks							
PI1: Number of Outputs Published in CHED accredited journals/ internationally indexed journals	Number of outputs published in CHED accredited/ indexed journals	- Develops and submits publications in refereed/indexed journals	1 technical paper	1 technical paper submitted for publication	4	5	5	4.47	
Add On									
PI2: Number of Outputs presented in regional/ national/international fora/conferences	Number of research outputs presented to international/national/regional and local fora or conferences	- Develops and presents research output to scientific for a/conferences	- 1 Research output pres (paper/poster per year)	1 paper presentation	4	5	5	4.47	
		- Conducts/implements research projects/studies	- 1 research project/ study per year	2 research projects conducted	5	5	5	5	
MFO3: Extension Services		Exension: At least 15% of the total tasks							
PI1: Number of Trainings conducted	Number of person-days served/ briefed/trained	- Briefs walk in clientels/visitors on abaca and/or conducts on-site consultations	5 persons briefed/served	6 persons briefed	5	5	5	5	

		- Conducts/implements extension projects/components	- 1 extension project/com per year	1 extension project	5	5	5	5	
Production:		**Other Activities: At least**							
		10% of the total tasks							
	Amount in Peso generated	generate income	50,000 pesos	80,000 Pesos	5	5	5	5	
	No. of project conducted	conducts IGP project	1 project	1 project					
	No. of reports submitted	make and submit reports	1 report	1 report and 1 paper	5	5	5	5	
Total Over-all Rating				presentation					

					Comments & Recommendations for Development Purposes:
Ave. Rating (Total Over-all rating					
Additional Points:					Job well done especially
Punctuality	-				on developing machine
Approved Additional points	-				for abaca fiber processing.
(with copy of approval)					
FINAL RATING					
ADJECTIVAL RATING					

Evaluated and Rated by:

ROBELYN T. PIAMONTE
NARC, Director
Date: 1/17/22

Recommending Approval:

ROSA OPHELIA D. VELARDE
Director for Research
Date: 1/27-/22

Approved by: -

MARIA JULIET C. CENIZA
Vice President for RE & I
Date: 1/26/22

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

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

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: July 1, 2021 _____   Target Date: December 31, 2021

First Step:
- **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:
- **On-time production of research products and outputs**
- **Outstanding research outputs.**
- **Submitted grades of students on time.**
- **Generated income from production of machines**
-

Date: January 1, 2022 _____   Target Date: June 30, 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).**

Outcome:

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

Final Step/Recommendation:

- **Job well done especially on developing machine for abaca fiber processing.**

Prepared by:

ROBELYN T. PIAMONTE
Unit Head