

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: DARIO P. LINA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		5x50%= 2.5	
b. Students (50%)		5x50% = 2.5	
Total for Instruction	40%	5	2
2. Research			
a. Client/Dir. for Research (50%)		5 x 50% = 2.5	
b. Dept. Head/Center Director (50%)		5 x 50% = 2.5	
Total for Research	30%	5	1.5
3. Extension			
a. Client/Dir. for Extension (50%)		5.0 x 50%) = 2.5	
b. Dept Head/Center Director (50%)		5.0 x 50% = 2.5	
Total for Extension	10%	5	.50
4. Administration	10%	5	.50
5. Production	10%	5	.50
TOTAL			5.0

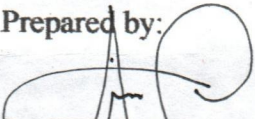
EQUIVALENT NUMERICAL RATING: 5.0

Add: Additional Points, if any:

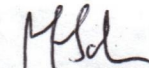
TOTAL NUMERICAL RATING: 5.0

ADJECTIVAL RATING: Outstanding


Prepared by:


DARIO P. LINA
Name of Faculty

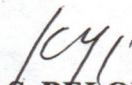
Reviewed by:


ROSARIO A. SALAS
Department Head

Recommending Approval:


VICTOR B. ASIO
Dean/Director

Approved:


BEATRIZ S. BELONIAS
Vice President



Visayas State University
OFFICE OF THE VICE PRESIDENT FOR INSTRUCTION
Visca, Baybay City, Leyte

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, DARIO P. LINA, Associate Professor, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June 2019.

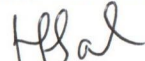
DARIO P. LINA
Ratee
Date: _____

ROSARIO A. SALAS
Head, DOH
Date: _____

MFOs and Performance Indicators	Success Indicator (SI)		Task Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	Remark
MINIMUM Pis PER MFO FOR ACADEMIC DEPARTMENT'S OPCR										
UFMO 1	ADVANCED EDUCATON SERVICES									
	OVPI MFO 1	Graduate Degree Program Management Services								
		PI 1 Graduate deree program monitored		3	3	5	5	5	5	Ph.D, MS
		PI 2* Total Graduate FTE monitored								
		PI 3. Percentage increase in number of graduate students enrolled		5%	5%	5	5	5	5	
		PI 4 Percentage increase in number of graduate students who graduated within prescribed period		2%	2%	5	5	5	5	
	OVPI MFO 2	Graduate Student Managemet Services								
		PI 1 Number of graduate students awarded with scholarships/ assistantships								
		PI 2 Percentage of graduate students awarded with scholarship/ assistantship who graduated within the prescribed period								
		PI 3 Number of graduate students awarded with honor/distinction upon graduation								
		PI 4 Number of graduate students advised		3	3	5	5	5	5	Ph.D
UMFO 2	HIGHER EDUCATION SERVICES									
	OVPI MFO 1	Curriculum Program Management Services								
		PI 1* Total Undergraduate FTE monitored								
		PI 2 Number of undergraduate curricular programs compliant to CMO approved and offered		1	1	5	5	5	5	
		PI 3 Averaged passing percentage in licensure examinations in mandated program		40%	40%					
		PI 4 Number of undergraduate graduates in mandated programs graduated within the prescribed period		43	43	5	5	5	5	
		PI 5 Percentag increase in the number undergrad students who graduated withinn the prescribed period		5%	5%	5	5	5	5	
		PI 6 Percentage increase in the number undergrad students enrolled		5%	5%	5	5	5	5	
		PI 7 Number of academe/industry linkage established		9	9	5	5	5	5	DOST,DA-BAR, BPI, BAFS, ATI,DARFO8,PA, NCRC-Visayas, TESDA
		PI 8 Number of students advised		18	18	5	5	5	5	13-Advisee,5member committee


	PI 3	Percentage of faculty rated by students with at least satisfactory rating in 50% of the subjects evaluated			90%	100%	5	5	5	5	
	PI 4	Number of in-house seminars/trainings/workshops/reviews conducted attended									
	PI 5	Additional outputs									
		Number of faculty/staff awards/honors received related to operations support									
	OVPI MFO 4	Program and institutional Accreditation Services									
	PI 1	Number of degree programs which passed accreditation/evaluation at least Level 1			1	1	5	5	5	5	BSA
	PI 2	QMS on faculty recruitment, development									
	PI 3	Percentage of degree program compliant with CHED									
	PI 4	Additional Outputs									
		Number of activities organized/attended/assisted/participated/facilitated									
UMFO 6		GENERAL ADMINISTRATION & SUPPORT SERVICES									
	PI 1	Zero complaints from clients									
	PI 2	Additional Outputs/Best Practices									
		TOTAL OVER-ALL RATING									
		AVERAGE RATING								5	
		ADJECTIVAL RATING									

Evaluated and rated by:


ROSARIO A. SALAS
Head, DOH

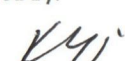
Date _____

Recommending Approval:


VICTOR B. ASIO
Dean, CAFS

Date: _____

Approved by:


BEATRIZ S. BELONIAS
Vice President for Instruction

Date _____

Comments & Recommendations for Development purposes

submit research article
in refereed journal

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: DARIO P. LINA
Performance Rating: OUTSTANDING

Aim: Achieve good performance in instruction, research and production.
Proposed Interventions to Improve Performance:

Date: January 2019 Target Date: December 2019

First Step: Upgrade instructional materials to outcomes-based education (OBE) in nature both.
Both in undergrad and graduate courses
Acquire and improve instructional equipment and facilities for effective learning
Make proposals for research and extension relevant to R& D road map for Priority commodity in the region or the country
Relate the relevance of these studies in the graduate and undergraduate courses being taught
Conduct research/ extension studies effectively

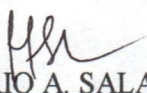
Date: January 2020 Target Date: December 2020

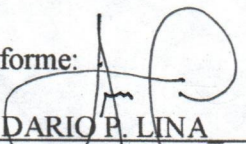
Next Step:
Make research proposals and submit to funding agencies, then conduct the research To regional or national reviews and planning workshops for R & D projects on Commercial crops
Responds positively to invitations for RP's in technical training and seminars for Farmers and professional groups
Visit well established farms, investigate the good practices therein and identify areas For interventions
Write more research results for publication in technical journals

Outcome: _____

Final Step/Recommendation: _____

Prepared by:


ROSARIO A. SALAS
Unit Head

Conforme: 
DARIO P. LINA
Name of Ratee Faculty/Staff