

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: **LUZ G. ASIO (Asst. Prof. II)**

Program Involvement (1)	Percentage Weight of (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)	35%	5.00	1.75
b. Students	35%	4.75	1.66
Total for Instruction	70%		3.41
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	25%	5.00	1.25
Total for Research	25%	5.00	1.25
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director			0.00
Total for Extension			0.00
4. Administration (support services)	5%	5.00	0.25
5. Production			
<b>TOTAL</b>	<b>100%</b>		<b>4.91</b>

EQUIVALENT NUMERICAL RATING:

**4.91**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

**4.91**

ADJECTIVAL RATING:

**OUTSTANDING**


Prepared by:

Reviewed by:


  
LUZ G. ASIO  
Name of Faculty

  
RUTH O. ESCASINAS  
Head, Department of Agronomy

Recommending Approval:

  
VICTOR B. ASIO, Ph.D.  
Dean, College of Agriculture and Food

Approved by:

  
BEATRIZ S. BELONIAS  
Vice President for Academic Affairs

"Exhibit B"

# INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, LUZ G. ASIO, a faculty member 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-December 2022

**LUZ G. ASIO**

Asst. Prof. II

Date: 1/4/23

Approved:

**RUTH O. ESCASINAS**

Department Head

Date: 1/4/23

**VICTOR B. ASIO**

College Dean

Date: 1/11/23

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4. Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned	1	1.4	5	5	5	5.00	AGRO299, AGRO220e and AGRO299e
	PI 8. Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	2	3	5	5	5	5.00	Relente, Mandre and Colipano
		A3. Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	3	5	5	5	5.00	Relente, Mandre, and Colipano
		As GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	2	4	5	5	5	5.00	Quilario, Garrido, Dogello, Loreno
		A4. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	2	6	5	5	5	5.00	Relente, Mandre, Quilario, Colipano, Alano
	PI 9. Number of instructional materials developed *	A5. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							



		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	2	5	5	5	5.00	AGRO299, AGRO299e
		A6. Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A7. Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	PI 10. Additional outputs:	A8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	PI 5. Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	to	3	37.35	5	5	5	5.00	AgSc 11 (4 sections), AgSc 13, CpSc 21(Lec), CpSc 21(Lab), Agro 121(Lec), Agro
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2	6	5	5	5	5.00	AgSc 11, AgSc 13, CpSc 21, Agro 121, Agro 115, Agro 200
		A11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	3	4	5	5	5	5.00	Tabanao, Cutamora, Padua, Painagan
		A12. Number of trainings attended related to instruction	Attend mandated trainings		1	5	5	5	5.00	Management Strategies to Improve Phosphate
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	5	5	5	5	5.00	AgSc11, AgSc 13, Agro 121, Agro 115, CpSc 21
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab		5	5	5	5	5.00	AgSc 11, AgSc 13, Agro 115
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	1	165	5	5	5	5.00	AgSc 11 (137), CpSc 21 Lab (28)
	PI 8. Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	2	39	5	5	5	5.00	Pls. refer cumulus.vsu.edu.ph/staf
		A17. Number of students advised on thesis/ field practice/special problem:								

		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	2	6	5	5	5	5.00	Montes, Estorninos, Molato, Huerta, Abueva, Torrior
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	1	2	5	5	5	5.00	Bayarcal, Porcari
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	2	4	5	5	5	5.00	Padua, Tabanao, Dador, Dayame
	<b>PI 9.</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USOO		1	5	5	5	5.00	CAFS CSSC
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities		1	5	5	5	5.00	CAFS CSSC
	<b>PI 10.</b> Number of instructional materials developed *	<b>A21.</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		<i>On-line ready courseware</i>	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		<i>Supplemental learning resources</i>	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	1	4	5	5	5	5.00	AgSc 11, AgSc 13, Agro 121, Agro 115
		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	4	5	5	5	5.00	AgSc 11, AgSc 13, Agro 115, Agro 121
		<b>A23.</b> Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		<b>A24.</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	<b>PI 11.</b> Additional outputs	<b>A25.</b> Number of Additional outputs accomplished:								
		<i>Program accreditation/evaluation</i>	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		<i>Agency/firm/Industry linkages</i>	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		<b>A26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							




	Average								5.00	
	TPES Rating								4.75	
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries		1	5	5	5	5.00	Characteristics, Mineral Stresses and Management of Acid Soils for Sustainable Crop Production
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A28.</b> Number of research outputs completed within the year *	Conducts and completes research oroject within the year							
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	<b>A29.</b> Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic fora /conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)								
		<b>A33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper		2	5	5	5	5.00	
		<b>A34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
	Average								5.00	
<b>UMFO 4. EXTENSION SERVICES</b>										

	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership							
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects							
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A39.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services							
	<b>PI 5.</b> Number of technical/expert services	<b>A40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<b>PI 11.</b> Additional outputs *	<b>A42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		<b>A43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										



	<b>PI 8.</b> Compliance to all requirements thru the established/adequate implementation, maintenance and improvement of the QMS of the core processes of the College/department under ISO 9001:2015*	<b>A44.</b> Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member		zero non-conformity	5	5	5	5.00	
		<b>A45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools		100% compliant	5	5	5	5.00	
		<i>On program accreditations</i>								
		<i>On institutional accreditations</i>								
<b>UMFO 6. GENERAL ADMIN. &amp; SUPPORT SERVICES (GASS)</b>										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A46.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint	5	5	5	5.00	
	<b>PI 3:</b> Additional Outputs	<b>A47.</b> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
		<b>A48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
		<b>A49.</b> Involvement in Department committees		1	3	5	5	5	5.00	
		<b>A50.</b> Project manager DASS CRC/LRP/RFP project								
									<b>5.00</b>	
	<b>Total Over-all Rating</b>								<b>4.94</b>	
	<b>Average Rating</b>								<b>4.91</b>	
	<b>Adjectival Rating</b>								<b>OUTSTANDING</b>	
Comments and Recommendations for Development Purpose:									1- Quality 2- Efficiency 3- Timeliness 4- Average	
Publish research articles in refereed journals.										


Evaluated & Rated by:

  
**RUTH O. ESCASINAS**  
Department Head  
Date: 1/4/2023

Recommending Approval:

  
**VICTOR B. ASIO**  
Dean, College of Agriculture and Food Science  
Date: \_\_\_\_\_

Approved by:

  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs  
Date: \_\_\_\_\_

## 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 2022

Target Date: December 2022

#### First Step:

Attend training and seminars and present papers in scientific conferences

#### Result:

Improved performance in teaching strategies  
Publish research article in refereed journal

**Target Date:** December 2022

#### 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:

  
**RUTH O. ESCASINAS**  
Unit Head

Conforme:

  
**LUZ G. ASIO**  
Name of Ratee Faculty/Staff