

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%)		4.5x50%= 2.25	
b. Students (50%)		5x50% = 2.5	
Total for Instruction	40%	4.75	1.9
2. Research			
a. Client/Dir. for Research (50%)		4.5 x 50% = 2.25	
b. Dept. Head/Center Director (50%)		4.5 x 50% = 2.25	
Total for Research	30%	4.5	1.35
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			4.75

EQUIVALENT NUMERICAL RATING: 4.75

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.75

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

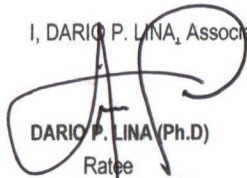
Approved:


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 July to December, 2019.


DARIO P. LINA (Ph.D.)
Ratee
Date: _____


ROSARIO A. SALAS, Ph.D.
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								
		PI 2* Total Graduate FTE monitored	Hort 243 lec and lab, 300,400	1	1.08	5	5	5	5	
		PI 3. Percentage increase in number of graduate students enrolled								
		PI 4 Percentage increase in number of graduate students who								
		3								
	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	as SRC and Adviser - 3 students	3	3	5	5	4	4.67	
UMFO 2	HIGHER EDUCATION SERVICES									
	OVPI MFO 1	Curriculum Program Management Services								
		PI 1* Total Undergraduate FTE monitored	Classes handled: Hort 143 lec,195, lab;	16	17.3	4	5	5	4.67	
			Hort 200	10	11	4	5	5	4.67	Baybay Senior high practicum


	PI 2	Number of undergraduate curricular programs compliant to CMO approved and offered								
	PI 3	Averaged passing percentage in licensure examinations in mandated program								
	PI 4	Number of undergraduate graduates in mandated programs graduated within the prescribed period								
	PI 5	Percentage increase in the number undergrad students who graduated within the prescribed period								
	PI 6	Percentage increase in the number undergrad students enrolled								
	PI 7	Number of academe/industry linkage established								
	PI 8	Number of students advised		10	12	4	5	5	4.67	
	PI 9	Number of student organizations advised/assisted								
	PI 10	Number of instructional materials developed								
UMFO 3	RESEARCH SERVICES									
	PI 1*	Number of published papers in internationally indexed journals <i>refereed int'l journals</i> <i>refereed nat'l journals</i> <i>institutional journals</i>								
	PI 2*	Number of research outputs presented in regional/national/international for a/conferences <i>international for a/conferences</i> <i>national for a/conferences</i> <i>institutional for a/conferences</i>								
	PI 3	Number of research projects conducted and/or completed on scheduled		1	1	5	4	5	4.67	
	PI 4	Number of research proposals submitted		3	3	5	5	5	5	
	PI 5	Percent of research proposals approved								
	PI 6	Amount of research money generated from external funding	VSU							
	PI 7	Amount of research money generated from institutional funding	VSU	178k	178k	5	5	5	5	
	PI 8	Additional outputs <i>Number of research-related awards (faculty & student/faculty)</i>								
UMFO 4	EXTENSION SERVICES									
	PI 1	Number of person-days trained weighted by length of training		20	35	4	5	5	4.67	major & Graduate students
	PI 2	Number of trainings conducted								
	PI 3	Number of IEC materials/technoguides developed/used								
	PI 4	Number of beneficiaries served <i>Groups</i> <i>Individuals</i>	Red Cross	1	2	4	5	5	4.67	BERU
	PI 5	Number of technical/expert services		20	22	5	5	5	5	Baybay Graden show

				1	1	5	5	5	5	1 Thai exchange student
		Research Mentoring								
		Peer reviewers/Panelist								
		Resource Persons								
		Convenor/Organizer								
		Consultancy		1	1	5	5	5	5	Agrokenco, Taiwan-base company
		Evaluator								
	PI 6	Number of extension projects conducted	HELP, Distribution of planting material	2	2	5	5	5	5	
	PI 7	Number of extension proposals submitted								
	PI 8	Percent of extension proposals approved								
	PI 9	Amount of extension money generated from external funding								
	PI 10	Amount of extension money generated from institutional funding								
	PI 11	Additional outputs								
		Number of extension-related awards (extension conducted by faculty and faculty & student								
UMFO 5	SUPPORTING TO ORGANIZATIONS									
	OVPI MFO 1	Faculty Development Services								
	PI 1	Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored & assisted								
	OVPI MFO 2	Faculty Recruiting/Hiring Services								
	PI 1	Number of faculty recruited/hired aligned with ISO standard								
	OVPI MFO 3	Faculty Evaluations Services								
	PI 1	Number of seminars/trainings/conventions/workshops coordinated for entire university								
	PI 2	Number of seminars/trainings/conventions/workshops coordinated outside of the university								
	PI 3	Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated								
	PI 4	Number of in-house seminars/trainings/workshops/reviews conducted attended		1	1	5	5	5	5	
	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								

	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		0	0	5	5	5	5	
	PI 2	Additional Outputs/Best Practices								
	TOTAL OVER-ALL RATING								37.67	
	AVERAGE RATING								4.95	
	ADJECTIVAL RATING								OUTSTANDING	


* on per capita basis

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

keep up the good work

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

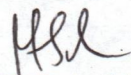
Date: January 2020 Target Date: December 2020

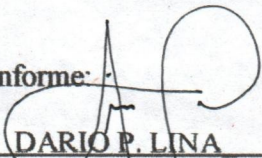
Next Step:
Make research proposals and submit to funding agencies, then conduct the research To regional or national reviews and planning workshops for R & D projects on Commercial crops
Responds positively to invitations for RP's in technical training and seminars for Farmers and professional groups
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