

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Prof. Ramon R. Orias

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		4.0 x 50%= 2.00	
Students (50%)		4.0 x 50% = 2.00	
TOTAL for Instruction	25%	4.0 X 0.25 =	1.00
Research	50%	5.00 X 0.50 =	2.50
Extension	20%	5.00 x 0.20 =	1.00
Production	5%	4.67 x 0.05 =	0.23
TOTAL			4.73

EQUIVALENT NUMERICAL RATING: 4.73

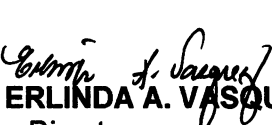
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.73

ADJECTIVAL RATING: Outstanding


Prepared by:


MARIA ELSA M. UMPAD
Administrative Officer

Reviewed by:


ERLINDA A. VASQUEZ
Director

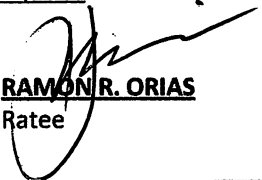
Approved:


OTHELLO B. CAPUNO
VP for Res. & Ext.

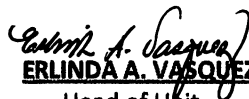
"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, RAMON R. ORIAS, of PhilRootcrops commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period Jul 1, 2018 to Dec 31, 2018.


RAMON R. ORIAS
Ratee

Approved:


ERLINDA A. VASQUEZ
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
MFO 1. Advanced & Higher Education Services	FTE	• Teach AE 130(lec), AEng 173(lec), ESci 136(lec) BSAE students	5	<u>1st Sem, 2018-19</u> ESci 136 - 10 stud- AEng 173 - 25 stud-	5	4	4	4.33	
	Number of Student Research On the Job Training Advising	BSAE Students	4 2	SRC Adviser - 2 stud- OJT Adviser - 4 stud - Tot -					
Research Services	• Research workload units conducted	Implement on-going project	2	1					
	• Number of Outputs Presented in Regional/ National/ International Fora /Conferences	Prepare project output in In-house review	2	1	5	5	5	5	
	• Number of Research Proposal Submitted	Submit research proposal to funding agency	2	1- VSU funding 1- DA BAR					
Extension Services	• Number of person-days trained/monitored projects	To serve as resource person of developed machine technologies	10	Monitored Project Activities: 1-Tolosa; 1-Basey Samar; 1-Hinunangan assisted areas	5	5	5	5	
	• Technical expert service conducted as resource person	To serve as resource person in local, regional and national conferences	2	1-R& D Review					
	• Number of developed machines/equipment introduced and promoted.	To disseminate machine technologies developed	1 machines	1-set of machines (5) in Hinunangan, So. Leyte					
	• Technical Consultant	To cater to prospective client-processors who are		Walk-in Clients catered: 4 Ormoc City - 2					


	<ul style="list-style-type: none"> Monitored and Recommend Improvements to Rootcrops processing plants in the field. 	<p>interested in processing machines</p> <p>To conduct monitoring activities in the field in order to assist processors improve system efficiency.</p>	<p>5 clients</p> <p>2 visited areas</p>	<p>.Baybay, Leyte - 2</p> <p>Tacloban City - 2</p> <p>4-consultant engagements with Palo, Tukod, Camotes Is, and Calubian, Leyte</p>					
Production Services (Resource Generation)	<ul style="list-style-type: none"> Number of Reports prepared and submitted for monitoring purpose Volume of Food Products produced for technology promotion and dissemination Number of units of processing equipment fabricated and distributed. 	<p>As In-Charge of production of processed Rootcrop products</p> <p>As In-charge of Processing Machines development and distribution.</p>	<p>6 monthly production reports</p> <p>PhP10,000 value of food products</p> <p>5 units</p>	<p>6 monthly Production reports</p> <p>PhP20,480.00 Worth of goods produced: Grates, Flour, RTF, RTE</p> <p>4units of Slicing Devices</p>	5	5	5	5	
Administrative Services	<ul style="list-style-type: none"> Completed Requests on Building Plans preparation, Bill of Materials, and Program of Works 	As requested by the Project Proposal proponent.	1	<p>Complete AutoCad Design of Building Plans for the "Rootcrop Based Feedmill Plant"</p> <p>6 – Plates: Perspective, Elevation Views, Plant Layouts, Structural, Electrical, Plumbing</p> <p>1-Bill of Materials</p> <p>1-Program of Works</p>	5	4	4	4.33	
Total Over-all Rating									4.73

Average Rating (Total Over-all rating divided by 4)		
Additional Points:		
Punctuality		
Approved Additional points (with copy of approval)		
FINAL RATING		
ADJECTIVAL RATING		Outstanding

Comments & Recommendations for Development Purpose:

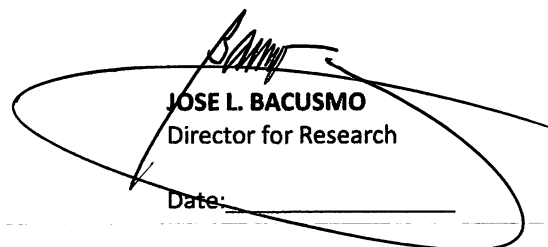
To organize the MRs and delegate other assigned duties to other personnel in preparation for his sabbatical leave in 2019

Evaluated and Rated by:


ERLINDA A. VASQUEZ
 Director

Date: _____

Recommending Approval:


JOSE L. BACUSMO
 Director for Research

Date: _____

Approved by:


OTHELLO B. CAPONO
 Vice President

Date: _____

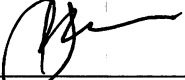
- 1 – Quality
- 2 – Efficiency
- 3 – Timeliness
- 4 - Average

PERFORMANCE MONITORING & COACHING JOURNAL

	1 st	Q U A R T E R
	2 nd	
X	3 rd	
X	4 th	

Name of Office: PhilRootcrops


Head of Office: Dr. Erlinda A. Vasquez

Name of Personnel: RAMON R. ORIAS 

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring Aug 6, 2018 Sept 3, 2018 Oct 11, 2018 Nov 5, 2018 Dec 3, 2018	one-on-one discussion on project / program progress	Monthly PRDC meeting	Issuance of of internal memoranda		Attendance to PRDC monthly Meetings by the members of the Research and Development Council
Coaching	Research proposal production to DA/DA-BAR/PCAARRD /other agencies submission	one-on-one discussion on project progress Group coaching during PRDC Meetings Aug 6, 2018 Sept 3, 2018 Oct 11, 2018 Nov 5, 2018 Dec 3, 2018			Proposal prepared and submitted to DA-BAR / PCAARRD /other agencies New proposal for evaluation

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


ERLINDA A. VASQUEZ
Immediate Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Ramon R. Orias

Performance Rating: Outstanding

Aim: To Generate and Effectively Disseminate Engineering Technologies

Proposed Interventions to Improve Performance (on Sabbatical Leave Status)

Date: January 2, 2019

Target Date: June 30, 2019

First Step:

Prepare scientific article(s) for publication and produce instructional materials relevant to the field of agricultural and biosciences engineering.

Result:

- Had prepared draft for publication in a peer reviewed technical journal as senior author from research outputs.
- Had produced draft of an Instructional Material (lecture) in ESci 135 – Thermodynamics and Heat Transfer.
- Had produced draft on an Instructional Material (lecture) in ABEn 172 – Renewable Energy for AB Applications.

Date: July 1, 2019

Target Date: December 31, 2019

Next Step:

- Submit publication article proposal for review.
- Subject draft instructional materials (2) for peer review and improvements.

Outcome: Accepted article for publication
Printed Instructional Materials (2)

Final Step/Recommendation:

Outputs approval.

Prepared by:

Erinda A. Vasquez
ERLINDA A. VASQUEZ
Unit Head

Conforme:

Ramon R. Orias
Ratee