

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

Name of Faculty Member: **Orias, Ramon R.**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)		$5.0 \times 50\% = 2.5$	
Students (50%)		$5.0 \times 50\% = 2.5$	
TOTAL for Instruction	25%	$5.0 \times 0.25 =$	1.25
Research	50%	$4.67 \times 0.50 =$	2.34
Extension	20%	$4.67 \times 0.20 =$	0.93
Production	3%	$5.00 \times 0.03 =$	0.10
Administration	2%	$4.67 \times 0.02 =$	0.09
TOTAL			<b>4.71</b>

EQUIVALENT NUMERICAL RATING:

4.71

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

**4.71**

ADJECTIVAL RATING:

**Outstanding**

Prepared by:

Reviewed by:

  
**PRECILA D. CONTERO**  
Temp. Administrative Officer

   
**LISA I. ARCE/EDGARDO E. TULIN**  
Assistant Director/Director

Recommending Approval:

  
**ROSA OPHELIA D. VELARDE**  
Director for Research

Approved:

  
**MARIA JULIET C. CENIZA**  
VP for REI

**"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 Jan 1, 2021 to June 30, 2021.

RAMON R. ORIAS  
Ratee

Approved:

LISA L. ARCE  
Assistant Director

EDGARDO E. TULIN  
Director

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomplishment	Rating				Remarks
					Q 1	E <sup>2</sup>	T <sup>3</sup>	A 4	
<b>MFO 1. Advanced &amp; Higher Education Services</b>	• FTE	• Teach ESci 135, 5 units (Lec & Lab), and	5	<u>1<sup>st</sup> Sem, 2020-21</u> <u>ESci 135-71 students</u> <u>Course Completed</u> <u>2nd Sem, 2020-21</u> <u>ABen 158 – 42 students</u> <u>On-going Class</u>					
	• Number of Student Research Advising	• BSABE-3 Students	1	0- Student Res. Advising					
	• SRC Member	• BSABE Students	2	SY 2020-21 has no 4 <sup>th</sup> yr student	5	5	5	5	
	• Number of Flexible Learning Course Guide (FLCG)	• BSABE Program, ESci 135, ABen 158	2	0- Undergrad thesis student					
	• Number of Output-Based Teaching-Learning Syllabus (OBTL)	• BSABE Program, ESci 135, ABen 158	2	SRC Member					
	• Number of Virtual Classroom (VC) Modules	• BSABE Program, ESci 135, ABen 158	12	2- FLCG prepared in ESci 135 and ABen 158.					
	• Number of Instructional Material (IM) Modules	• BSABE Program, ESci 135, ABen 158	12	2-OBTL Syllabus for ESci 135 & ABen 158. 1-OBTL Abridged in ESci 135 8- VC Modules in ESci 135 8- VC Modules in ABen 158					
				8 –IM Modules in ESci					

				135 8- IM Modules in ABen 158					
<b>Research Services</b>	<ul style="list-style-type: none"> <li>Research workload units conducted</li> <li>Number of Outputs Presented in Regional/ National/ International Fora /Conferences</li> <li>Number of Research Proposal Submitted</li> <li>Number of Scientific Article Published</li> </ul>	<p>Implement on-going project</p> <p>Prepare project output in In-house review</p> <p>Submit research proposal to funding agency</p> <p>Submit articles for publication</p>	<p>2</p> <p>2</p> <p>2</p> <p>1</p>	<p>0</p> <p>0</p> <p>1- Research Proposal w/ M.Tambis submitted for PCARRD funding</p> <p>0- Research Output publication (draft paper is still being prepared)</p>	5	4	5	4-67	
<b>Extension Services</b>	<ul style="list-style-type: none"> <li>Number of person-days trained/monitored projects</li> <li>Technical expert service conducted as resource person</li> <li>Number of developed machines/equipment introduced and promoted.</li> <li>Technical Consultant</li> <li>Monitored and Recommend Improvements to Rootcrops processing plants in the field.</li> </ul>	<p>To serve as resource person of developed machine technologies</p> <p>To serve as resource person in local, regional and national conferences</p> <p>To disseminate machine technologies developed</p> <p>To cater to prospective client-processors who are interested in processing machines</p> <p>To conduct monitoring activities in the field in order to assist processors improve system efficiency.</p>	<p>10</p> <p>2</p> <p>1 machine</p> <p>5 clients</p> <p>2 visited areas</p>	<p>Monitored Project Activities: via cellphone communication.</p> <p>1-Tolosa; 1-Basey Samar; 1-Hinunangan assisted areas (due to pandemic no field visits done)</p> <p>1 machine under design stage and fabrication: "Forage cutter"</p> <p>No client-processor was engaged. No field visits done due to pandemic.</p>	5	4	5	4-67	
<b>Production Services (Resource Generation)</b>	<ul style="list-style-type: none"> <li>Number of Reports prepared and submitted for monitoring purpose</li> <li>Volume of Food</li> </ul>	<p>As In-Charge of production of processed Rootcrop products</p>	<p>6 monthly production reports</p> <p>Php10,000</p>	<p>6-Monthly Reports (Jan to June. 2021)</p> <p>1-Annual/Summary Report (2020) of</p>	5	5	5	5	



	Products produced for technology promotion and dissemination • Number of units of processing equipment fabricated and distributed.	As In-charge of Processing Machines development and distribution.	value of food products 5 units	processed products worth PhP 7,000.00. 10 kg Grates produced 0 units fabricated and distributed					
<b>Administrative Services</b>	• Completed Administrative Requests on Engineering concerns	As requested	1	1-Engineering Plan for the Center Car Garage (under construction now) 1-Draft Plan for the Center Library and Showcase Building.	5	5	4	4.5	
<b>Total Over-all Rating</b>									

<b>Average Rating (Total Over-all rating divided by 4)</b>		
<b>Additional Points:</b>		
<b>Punctuality</b>		
<b>Approved Additional points (with copy of approval)</b>		
<b>FINAL RATING</b>		4.8
<b>ADJECTIVAL RATING</b>		Outstanding

**Comments & Recommendations for Development Purpose:**

To organize MRs and prepare for turn-over to the director or VSU.


Evaluated and Rated by:

Recommending Approval

Approved by:

  
**EDGARDO E. TULIN**  
 Director

  
**LISA LARCE**  
 Asst. Director

  
**ROSA OPHELIA D. VELARDE**  
 Director for Research

  
**MARIA JULIET C. CENIZA**  
 VP for Research and Extension

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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

PERFORMANCE MONITORING & COACHING JOURNAL

X	1 <sup>st</sup>	Q U A R T E R
X	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4 <sup>th</sup>	

Name of Office: **PhilRootcrops**

Head of Office: **Dr. Edgardo E. Tulin & Ms. Lisa I. Arce**

Name of Personnel: **RAMON R. ORIAS**

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring	One-on-one discussion on project/program progress/university,s concerns	Monthly PRDC meeting Jan. 28, 2021 Feb. 16, 2021 March 4, 2021 March 29, 2021 May 7, 2021 June 2, 2021	Issuance of memoranda		Attendance to PRDC monthly Meetings by the members of Research and Development Council
Coaching	Research proposal for submission to funding agencies	One-on-one discussion on project progress  Group coaching during PRDC Meetings			Proposal prepared and submitted to funding agencies  New proposal for evaluation

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

Conducted by:

   
**LISA I. ARCE / EDGARDO E. TULIN**  
Assistant Director/Director

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **RAMON R. ORIAS**

Performance Rating: **Outstanding**

Aim: To implement on-going research projects  
To come up with approved proposals for funding and implementation  
To perform instruction function

Proposed Interventions to Improve Performance:

Date: Jan 1, 2021

Target Date: June 30, 2021

First Step:

- Implements on-going research projects
- Prepares proposals based on the different thrusts of the funding agencies.
- Prepares papers for publication
- Attends trainings that will enhance skills in leadership, organizational management and effective administration

Result:

- Implemented scheduled activities of the research projects
- Paper for publication on progress
- Served as professor and student adviser of Agricultural Engineering students

Date: July 1, 2021

Target Date December 31, 2021

Next Step:

- Submits papers for publication
- Prepares MRs and settle obligations in preparation for retirement

Outcome: Approved proposal for funding and for implementation  
Paper accepted for publication by refereed journals  
Research paper presented in any scientific gatherings  
MRs ready for turn-over

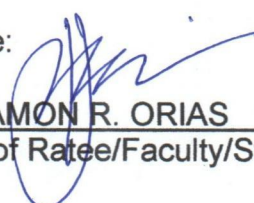
Final Step/Recommendation:

- To maintain performance and or exceed the current performance; to submit more proposals and continue doing four-fold functions of instruction, research, extension and production.
- To settle MRs and other obligations in preparation for retirement

Prepared by:

   
**LISA I. ARCE/EDGARDO E. TULIN**  
Assistant Director/Director

Conforme:

  
**RAMON R. ORIAS**  
Name of Ratee/Faculty/Staff