SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ~~SUZETTE B. LINA (Associate Professor V)~~ VICTOR B. ASIO (PROFESSOR VI)

Program Involvement (1)	Percentage Weight of (2)	Numerical Rating (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. VP for Academic Affairs	15	4.982	0.747
b. Students	15	5.00	0.750
Total for Instruction	30		**1.50**
2. Research			
a. Client/Dir. for Research			
b. Dept. Head/Center Director	30	5.00	1.50
Total for Research	30		**1.50**
3. Extension			
a. Client/Dir. for Extension			
b. Dept. Head/Center Director	10	5.00	0.50
Total for Extension	10		**0.50**
4. Administration	30	5.00	1.50
5. Production			
TOTAL	**100**		**4.99**

EQUIVALENT NUMERICAL RATING: **4.99**

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: **4.99**

ADJECTIVAL RATING: **OUTSTANDING**

Prepared by:

VICTOR B. ASIO
Name of Faculty

Approved:

BEATRIZ S. BELONIAS
Vice President, Academic Affairs

Visayas State University
College of Agriculture and Food Science
Visca, Baybay City, Leyte
INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, VICTOR B. ASIO, Professor 6 of the College of Agriculture, 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 1 to June 30, 2021 (Accomplishments).

VICTOR B. ASIO, Ph.D.
Ratee (College Dean)
Date: 30 July 2021

Approved:
BEATRIZ S. BELONIAS, Ph.D.
VP For Academic Affairs
Date: 8/4/2021

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Task 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										
Graduate Degree Program Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Soil 22 Lec (42), Soil 212 Lec (4), Soil 212 Lab (4), TREC 207 Lec (7), TREC 207 Lab (7)	3	4.2	5	5	5	5.00	
		A2. Number of graduate degree specializations monitored	Monitors MS & PhD programs of each department and evaluates and recommends graduate students	1	10	5.0	5.0	5.0	5.00	
		A3. Number of graduate students enrolled	Monitors graduate students enrolled especially the DOST	15	30	5.0	5.0	5.0	5.00	
		A4. Percentage increase in number of graduate students who graduated within prescribed period	Recommends graduate students for graduation (as adviser,Department Head and GAC)	60%						
Graduate Student Management Services										
	PI 8: Number of graduate students advised *	A5. Number of students advised	Reads and approves thesis outline	3	8	5	5	5	5.0	Abubu, Rojas, Galvez, Requitillo, Balanay, Belmores, Mahipos
		A6. Number of students advised on thesis/special problem/dissertation	Reads, provides suggestions for improvement and approve graduate manuscript (as adviser,GAC member & Dept head)	2	4	5	5	5	5.0	Galvez, Requitillo, Balanay, Belmores
		As GAC Chairman		2	4	5	5	5	5	

PI	Activity	Description							Remarks
		AS GAC Member	Provides suggestions, guides and read and approved research outline and thesis/SP/dissertation manuscript	0	0				
		As Department Head	Advised and read and approved research outline and thesis/SP/dissertation manuscript						
		A7. Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty (virtual)	2	10	5	5	5	5.00	
		A8: Number of graduate students awarded with scholarship/ assistantship	Monitors graduate students in the department awarded with scholarship under my advisorship	1	8	5	5	5	5	Abubu, Rojas, Galvez, Requitillo, Balanay, Belmores, Mahipos
		A9: Percentage of graduate students awarded with scholarship/assistanship who graduated within prescribed period	Monitors and recommended graduate students awarded with scholarship for graduation (GAC Member)	50%	100%	5	5	5	5	Requitillo, Balanay
		A10. Number of graduate students gainfully employed in jobs related to their graduate program	Recommends graduate students as Instructor of SUC	0	1	5	5	5	5.0	
	PI 9: Number of instructional materials developed *	A11. Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems	1	3	4.5	4.5	4.5	4.50	Soil 212, TREC 207, Soil 22
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	5	5	5	5.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	5					Soil 212, TREC 207, Soil 22
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	7	5	5	5	5.00	
		A12 : Number of on-line courseware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor	0	1	5	5	5	5	Dept's level only
		A13 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	1	3	5	5	5	5.00	Soil 212, TREC 207, Soil 22
	PI 10. Additional outputs:	A14. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	2	5	5	5	5.00	Created Groupchat where students can easily drop their concerns about the course and further interactive discussions

UMFO 2 Higher Education Services

Under Graduate Degree Program Management Services

PI	Activity	Description							Remarks
	PI 5: Total FTE, coordinated, implemented and monitored *	A15. Number of FTE	Teach: Soil 22, Soil 212, TREC 207	3.00	4.58	5	5	4.75	4.9	
		A16. Number of degree of specialization compliant to CMO supervised and monitored	Supervised and monitored BSA-Soil Science program compliant to CMO	2	3	5	5	5	5.0	

		A17. Percentage increase in number of students who graduated within prescribed period	Recommended undergraduate students for graduation (as Dept. Head)	4						
		A18. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	2						
		A19. 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	0	1	5	5	5	5.0	
		A20. Number of trainings attended related to instruction	Attend mandated trainings	0	2	5	5	5	5.0	
		A21. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	1	3	5	5	5	5.0	Soil 212, TREC 207, Soil 22
		A22. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	4	8	5	5	5	5.0	Soil 212, TREC 207, Soil 22
		A23. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							NA for the period covered
Undergraduate Student Management Services										
	PI 8: Number of students advised: *	A24. Number of students advised:	*Guided the students during enrolment on what courses to take and approved COR*	**5**	15	**5**	**5**	**5**	**5**	1st yr to 4th yr
		A25. Number of students advised on thesis/ field practice/special problem:								
		As Department Head	Read, reviewed and approved thesis outline as dept. head							
		As SRC Chairman	Read, reviewed and approved thesis outline as Chairman	**0**	1	5	5	5	5.0	Veril
		As SRC Member	Read, reviewed and approved thesis outline as SRC member	**2**	2	5	5	5	5.0	Reflected in Jan to June accomp
		A26. Number of students entertained for consultation purposes	Entertained ang guide students consulting on subject taught, thesis and grades	5	15	**5**	**5**	**5**	**5**	Virtually thru chat/email
	PI 9: Number of student organizations assisted *	A27. Number of student-related activities assisted	Approved and monitored student activities as dept. head	0						
	PI 10: Number of instructional materials developed *	A28 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	12	5	5	5	5	
		On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	1	3	5	5	5	5.0	
		Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	1	1	5	5	5	5.0	

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	8	5	5	5	5.0	
		A29 : 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	0						
		A30 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	0	1	5	5	5	5.0	
		A31. Number of undergraduate students gainfully employed in jobs related to their undergraduate program	Recommended either for scholarship/work	1	2					
		Number of Computer Software Developed								
	PI 11. Additional outputs	**A32.** Number of Additional outputs accomplished:								
		A33. Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation	0	1	5	5	5	5.0	ISO
		A34. Other outputs implementing the new normal due to covid 19	Designated as SUC-ACAP Secretary and organized virtual meeting and prepared minutes of the virtual meetings and other assignments	0	1	5	5	5	5.0	
UMFO 3 Research Services										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	**A35.** 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	4	5	5	5	5.0	
	PI 2. Number of research outputs completed within the year *	**A36.** Number of research outputs completed within the year *	Conducts and completes research oroject within the year	0	0					
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	**A37.** 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							
		In refereed int'l journals/books		0	2	5	5	5	5.0	
		In refereed nat'l/regional journals								
	PI 5. Percent of research proposals approved *	**A38.** Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	50%	100%	5	5	5	5.0	Aciar Soil, Internationalization Acid Soil
	PI 6. Additional outputs*	**A39.** No. of research-related awards (research conducted by faculty or student w/ faculty)		0	1					

		A40. 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	1	10	5	5	5	5.0	
MFO 4	Extension Services	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of							
		A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
		A41. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
		A42.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0						
UMFO 4 Extension										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension	A43. 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	0	3	5	5	5	5.0	PCA, FPRDI, DA
	PI 2. Number of trainees weighted by the length of	A44. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A45. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	5	5	5	5.0	
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A46. 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							
	PI 5. Number of technical/expert services	A47. Number of technical/expert services as/in:								
	Research Mentoring	Research Mentor		1	3	5	5	5	5.0	RA
	Peer reviewers/Panelists	Peer reviewers/Panelists		2	3	5	5	5	5.0	
	Resource Persons	Resource Persons								

20 ÷ 4 = 5.00

√ x 4 = 20 ÷ 4, 5.00

	Convenor/Organizer	*Convenor/Organizer*								
	Consultancy	*Consultant*								
	Evaluator	*Evaluator*								
	PI 8. Percent of extension proposals approved *	**A48.** Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs *	**A49**. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		A50.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
UMFO 5 Support to Operations										
	OVPI MFO 4. Program and Institutional Accreditation Services									
	PI 8.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*	**A51**. Compliance to all requirements of theQMS 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	100%	100%	5	5	5.0	
		A52. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools							
		On program accreditations								
		On institutional accreditations								
	Faculty Development Services									
UMFO 6 General Admin and Support Services										
	PI 2. Zero percent complaint from clients served	**A 46**. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	Zero % complaint	5	5	5	5.00	
	PI 3: Additional Outputs	**A 47**. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice							
		A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							

		Number of departments and/or service units supervised and monitored	Supervising and monitoring	5	10	5	5	5	5.0	
		No. of management meetings conducted	EXECUTIVE and Staff MEETINGS	2	15	5	5	5	5.0	
		Number of documents attended and served	Review and Approve documents	100	400	5	5	5	5.0	
		Number of academic lecture/laboratory rooms supervised	Supervises the maintenance of lecture/ laboratory/ comfort rooms and facilities	5	10	5	5	5	5.0	
		Number of office and laboratory equipment purchased	Approved request to purchase laboratory/office equipment	0						
		Number of Committee Membership Meetings Attended	Attended College/University meetings	10	30	5	5	5	5.0	
		Editor in Chief of Univ. Journal	Reviewed and edited articles; facilitated in assigning reviewers, printing and reproduction of journal	5	20	5	5	5	5.0	
		Number of coaching sessions among department heads, faculty & staff ***	Dean	2	6	5	5	5	5.0	
		Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of College/department targets ***	Dean	2	5	5	5	5	5.0	
		Coordinator of Scholarship Program	Monitored scholars under DOST	0	4	5	5	5	5.0	10 X 5 = 50 ÷ 10 = 5.0
	Number of Best practices/new initiatives in College administration replicated/benchmarked by other Colleges/other agencies *			Deans & Dept. Heads						
Total Over-all Rating									269.42	
Average Rating									4.989	
Adjectival Rating									Outstanding	

Comments & Recommendations for Development Purpose:

Approved by
BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 8/4/2021

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: VICTOR ASIO
Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Date: January 2021   Target Date: June 2021

First Step:

Attend and participate in national and international scientific forum
Sustained and enhance national/international linkages

Result:

Participated in national/international science forum
Sustained national/ international linkages.

Date: July 2021   Target Date: December 2021

Next Step:

Invite and encourage more international collaborators to enhance tie-ups between potential and existing partner.

Outcome: Enhanced tie-ups between potential and existing partners for possible project implementation.

Final Step/Recommendation:
If research proposal is approved and budget is ready, then implementation will follow.

Prepared by:

SUZETTE B. LINA
Unit Head

Conforme:

VICTOR B. ASIO
DSS, Faculty