

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS


Name of Faculty Member: Victor B. Asio (Professor VI)  
Period: January to June, 2019

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. VP for Instruction (50%)	12.5%	5.00 x 0.125	0.625
b. Students (50%)	12.5%	5.00 x 0.125	0.625
Total for Instruction	25%		1.250
2. Research			
a. Client/Dir. for Research (50%)	12.5%	5.00 x 0.125	0.625
b. Dept. Head/Dean (50%)	12.5%	5.00 x 0.125	0.625
Total for Research	25%		1.250
3. Extension			
a. Client/Dir. for Extension (50%)	10%	5.00	0.500
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration	40%	4.975	1.990
5. Production			
TOTAL	100 %		4.990

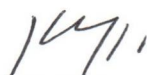
EQUIVALENT NUMERICAL RATING: 4.990  
Add: Additional Points, if any:  
TOTAL NUMERICAL RATING: 4.990

ADJECTIVAL RATING: OUTSTANDING

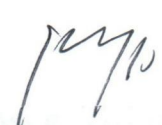
Prepared by:

  
VICTOR B. ASIO  
Name of Faculty/Dept. Head

Reviewed by:

  
BEATRIZ S. BELONIAS  
VP for Instruction

Approved:


  
BEATRIZ S. BELONIAS  
VP for Instruction

Visayas State University  
College of Agriculture and Food Science  
**DEPARTEMENT OF SOIL SCIENCE**  
Visca, Baybay City, Leyte

**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)**

I, VICTOR B. ASIO, Professor VI of the Department of Soil Science, and Dean of the College of Agriculture commits to deliver and agree to be rated on the attainment of the following target in accordance with the indicated measures for the period January 1 to June 31, 2019. (Accomplishment)

  
**VICTOR B. ASIO, Ph.D.**  
Ratee

Approved:   
**BEATRIZ S. BELONIAS, Ph.D.**  
VP for Instruction  
Date: \_\_\_\_\_



MFO No.	MFO Description	Success/Performance Indicator (PI)	Task Assigned	Target	Actual Accomplishment	Rating				Remark
					Details of Accomplishment	Quality	Efficiency	Timeliness	Average	
MFO 1: Advanced Higher Education Services										
Graduate Degree Program Management Services										
		PI 1. Number of FTE	Total FTE ; Trec 207 Lec and Lab (4 students); SS 212 (Lec&Lab-9);SS118 (Lec&Lab-11); SS 199C (11 students)}	2.5	3.33	5.0	5.0	5.0	5.0	
		PI 2. Number of graduate students enrolled (advisees)	Monitored graduate students under my advisorship	4	7	5.0	5.0	5.0	5.0	Belmores, Mahipos, Villacorta, Galvez, Cagasan,Modina, Cumad
		PI 3. Number of undergraduate programs of the college monitored	BSA, BSFT,BAS,BSDC,BSDE	5	7	5.0	5.0	5.0	5.0	MS-Soil Science & MS Agron
		PI.4 Percentage increase in number of graduate students who graduated within prescribed period	Recommended graduate students for graduation	1	1	5.0	5.0	5.0	5.0	Cumad

Control No. 213



**Graduate Student Management Services**

		PI1. Number of Graduate thesis outline approved	Read and approved thesis outline	1	6	5.0	5.0	5.0	5.0	Cumad, Villacorta
		PI2. Number of Graduate manuscripts approved	Read, provide suggestions for improvement and approved graduate manuscript	1	1	5.0	5.0	5.0	5.0	Cumad
		PI3: Number of graduate students awarded with scholarship/ assistantship (Advisees and GAC)	Monitored graduate students awarded with scholarship	2	7	5.0	5.0	5.0	5.0	All DOST scholars of CAFS
		PI4: Percentage of graduate students awarded with scholarship/assistanship who graduated within prescribed period	Monitored and recommended graduate students awarded with scholarship for graduation	1	1	5.0	5.0	5.0	5.0	Cascante
		PI5. Number of graduate students gainfully employed in jobs related to their graduate program	Disseminated information on job availability to the young graduates and some were recommended to jobs related to their trainings	0	1	5.0	5.0	5.0	5.0	Cumad, Cascante

## MFO 2 Higher Education Services

### Under Graduate Degree Program Management Services

		PI 1. Number of FTE	Taught ss 197 & SS 111	0.00	4.4	5.0	5.0	5.0	5.0	
		PI 2. Number of degree programs compliant to CMO supervised and monitored	Supervised and monitored BSA, BSDevCom, BSFT programs compliant to CMO	1	3	5.0	5.0	5.0	5.0	
		PI.3 Percentage increase in number of students who graduated within prescribed period	Recommended undergraduate students for graduation	2	2	5.0	5.0	5.0	5.0	

Undergraduate Student Management Services										
		PI 1. Number of undergraduate thesis outline approved	Read, reviewed and approved thesis outline as adviser, SRC member	2	7	5.0	5.0	5.0	5.0	Abrematea, Amper, Belmore, Cabantoc, Eñerez, Mahipos, Rojas
		PI 2. Number of undergraduate student's manuscripts approved	Read, reviewed and approved undergraduate student's manuscript as adviser and dept. head	3	3	5.0	5.0	5.0	5.0	
		Student advising and consultation services								
		PI 3. Number of academic advisees	Advise students on what subjects to take and approve COR	8	15	5.0	5.0	5.0	5.0	1st yr to 4th yr
		PI 4. Number of student-related activities assisted	Approve and monitor student activities as adviser and Dean	5	10	5.0	5.0	5.0	5.0	CAFS SSC activities, & overtime work during the conduct of students' thesis
		PI 5. Number of instructional materials developed/revised								
		<i>Revised Lab. Manual (SS 22 and Envi 114)</i>	Review the revised lab manual in SS 22/Summer practicum as Professor, Dean and contributor	1	3	5.0	5.0	5.0	5.0	SS 22, SS 110 and Envi 114, SS 110
		PI 6. Additional outputs								
MFO3. Faculty Evaluation Services		PI 1. Teaching Performance	All subjects handles	VS	Outstanding	5.0	5.0	5.0	5.0	All subjects
MFO 4 Research Services										
		PI 1. Number of published papers in internationally indexed journals								



		<i>In refereed int'l journals</i>		2		5.0	5.0	5.0	5.0	
		PI 2. Number of research outputs presented in regional/national/ int'l fora/conferences								
		<i>In nat'l fora/conferences/Seminars</i>	PSSST, ACIAR Soil Project Meeting; Farmers' Training, RDE Inhouse Review	1	3	5.0	5.0	5.0	5.0	
		PI 3. Number of research projects conducted and/or completed on schedule	Soil ACIAR Project, Cocoboards, Limestone	1	3	5.0	5.0	5.0	5.0	
		PI 4. Number of research proposals prepared	Proposal Submitted CHED	0	1	5.0	5.0	5.0	5.0	CHED-NAFES
		PI 5. Amount of research money generated from external funding (Thousand PHP)	ACIAR Soil Project Meeting	0	ACIAR-8M; COCO-500K; DOST-9.5M	5.0	5.0	5.0	5.0	
		PI 6. Amount of research money generated from institutional funding (Thousand PHP)	VSU (Tracer Study)	0	250K - Limestone project	5.0	5.0	5.0	5.0	
		PI 7. Number of trainings/workshops attended	International training workshop in Australia, Organic Agriculture, DOST Scientific Conference	2	2	5.0	5.0	5.0	5.0	
		PI 8. Additional outputs								
		No. of research-related awards (research conducted by faculty or student w/ faculty)	Publication award	1	2	5.0	5.0	5.0	5.0	senior author and co-author
		PI 9. Number of articles reviewed and edited	Editor-in- Chief of ATR	12	35	5.0	5.0	5.0	5.0	Editor - ATR
		PI 10. Number of linkages forged								
		International	Erasmus Mundus Program; Australian Center of International Agricultural Research; SWISS Foundation	1	3	5.0	5.0	5.0	5.0	
		National	Department of Science and Technology	0	1	5.0	5.0	5.0	5.0	
		Regional/Institutional/Local	VSU	0	1	5.0	5.0	5.0	5.0	

<b>MFO 5 Extension</b>										
		PI 1. Number of Training Conducted	Soil Fertility Assessment	0	1	5.0	5.0	5.0	5.0	
		PI 2. Number of scientific events served as technical expert	RDE Panelist; reviewer	2	3	5.0	5.0	5.0	5.0	
		PI 2.1. RDE Reviewer/Panelist	RDE Inhouse review	2	3	5.0	5.0	5.0	5.0	CAFS, CFES, DOE, PHILidar
		PI 2.2. Resource Person	Scientific Writing Workshop	2	4	5.0	5.0	5.0	5.0	
		PI 2.3. Editor in International Journal	International Journal of Ecology and Development and International Soil Conservation Journal	1	2	5.0	5.0	5.0	5.0	
<b>MFO 6 Support to Operations</b>										
	<i>Faculty Development Services</i>									
		PI 1. Number of faculty pursuing advanced research degree programs (PhD.) facilitated, monitored & assisted under the College	Recommended Faculty of different departments under the college in pursuing graduate studies	4	14	5.0	5.0	5.0	5.0	
<b>MFO 7 General Admin and Support Services</b>										
		PI 1. Number of departments and/or service units supervised and monitored	DSS, DA, DAS, DOH, DPM, DFST, DPBG, DDC, DCDE, ATR, CAFS, DOST	8	12	5.0	5.0	5.0	5.0	
		PI 2. Number of documents attended and served	DTR, CSR, PRs, Job requests, letter requests, IPCR, OPCR, PPMP, Faculty workload	20	150	5.0	5.0	5.0	5.0	
		PI 3. Number of CAFS-EXECOM meetings conducted	Meeting with department heads	3	3	5.0	5.0	5.0	5.0	
		PI 4. Number of EXECOM meetings attended	Regular and emergency meeting	2	2	5.0	5.0	5.0	5.0	
		PI 5. Number of College/University meetings attended	UADCO, Accreditation, QAC, meeting at OP	2	10	5.0	5.0	5.0	5.0	
		PI 6. Number of committee membership	UADCO, UAC, APB, AACCUP-University, PBB, Strat Paln	2	8	5.0	5.0	5.0	5.0	



		PI 7. Number of office and laboratory equipment requested and acquired through the project	laboratory materials and etc	3	4	5	5	5	5.0	
		PI 8. Editor in Chief of Univ. Journal	Reviewed and edited articles; facilitated in assigning reviewers, printing and reproduction of journal	10	30	5	5	5	5.0	
		PI 9. Coordinator of scholarship programs	EXPERTS and AREAS of Erasmus Mundus) and DOST ASTHRDP scholarship; Monitoring of scholars; coordinate with EU partners; prepared and submitted proposal	1	3	5	5	5	5.0	
		PI 10. Number of scholars monitored under DOST and Erasmus Mundus	Monitor scholars in terms of their academic performance and thesis	15	42	5	5	5	5.0	
		PI 11. Zero percent complaint from clients served	None	0 % complai	no complaint	5	5	5	5.0	
Total Over-all Rating						230.000				
Average Rating						5.000				
Adjectival Rating										

**Comments & Recommendations for Development Purpose:**

*Conduct brainstorming with the faculty on how to further improve the licensure exam performance of graduates.*

Evaluated & Rated by:

BEATRIZ S. BELONIAS, Ph.D.

VP for Instruction

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

Recommending Approval:

BEATRIZ S. BELONIAS, Ph.D.

VP for Instruction

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

Approved:

BEATRIZ S. BELONIAS Ph.D.

VP for Instruction

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

1 – quality

2 – Efficiency

3 – Timeliness

4 – Average

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: VICTOR ASIO  
Performance Rating: OUTSTANDING

Aim: To sustain the outstanding rating

Proposed Interventions to Improve Performance:

Full support from the University in terms of continuous faculty development program, research/extension activities and administrative support in the preparation of updated teaching materials.

Date: January 2019

Target Date: June 2019

First Step:

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Attend and participate in national and international scientific forum

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Maintain research collaboration of VSU with Australian Government for Australian funded research (ACIAR- Soils Project)

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Review manuscripts as Editor of Annals of Tropical Research journal

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Manage and coordinate Erasmus mundus and DOST scholarships

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Spearhead in the proper implementation of different curricular programs of the College

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Maintain the quality of each program of the college by subjecting to accreditation

Result:

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Has reviewed and edited manuscript for Annals of Tropical Research

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Has maintained the collaboration of VSU with Australian Government for ACIAR Soils Project

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Has managed and coordinated the Erasmus mundus and DOST scholarships

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Spearheaded in the proper implementation and maintained the excellent quality of the different curricular programs of the college

Date: June 2019

Target Date: December 2019

Next Step:

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

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


Final Step/Recommendation:

If proposal is approved and budget is ready, then implementation will follow.

Prepared by:

BEATRIZ S. BELONIAS  
Vice-President for Academic Affairs

Conforme:

  
VICTOR B. ASIO  
Professor