



Exhibit J

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: **MOISES NEIL V. SERIÑO**

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
II. Instruction			
c. Head/Dean (50%)	5	2.50	
d. Students (50%)	5	2.50	
Total for Instruction	35%	5.0	1.75
2. Research	30%	4.89	1.47
3. Extension	20%	4.84	0.97
4. Administration and Support to Operation	15%	4.91	0.74
TOTAL			4.93

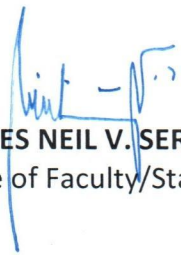
EQUIVALENT NUMERICAL RATING: 4.93

Add: Additional Points, if any: _____


TOTAL NUMERICAL RATING: 4.93

ADJECTIVAL RATING: OUTSTANDING


Prepared by:


MOISES NEIL V. SERIÑO
Name of Faculty/Staff

Reviewed by:


OTHELLO B. CAPUNO
Vice Pres. for Res. & Extn.

Approved:


OTHELLO B. CAPUNO
Vice President, Research and Extension

Vision: A globally competitive university for science, technology, and environmental conservation.

Mission: Development of a highly competitive human resource, cutting-edge scientific knowledge and innovative technologies for sustainable communities and environment.

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MOISES NEIL V. SERINO of the *Office of the Vice President for Research and Extension* 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-December 2019.

MOISES NEIL V. SERINO
Ratee

Approved:


OTHELLO B. CAPUNO
Head of Unit

MFO & PAPs	Success Indicators	Tasks Assigned	Target	Actual Accomp.	Rating				Remarks
					Q1	E2	T3	A4	
UMFO 1	ADVANCED EDUCATION SERVICES								
	Fulltime Teaching Equivalent for Graduate	Teaching graduate courses	1.5	1.67	5	5	5	5.00	AGEC 215, AGECE 300
UMFO 2	HIGHER EDUCATION SERVICES								
	Fulltime Teaching Equivalent Under graduate courses	Teaching Undergrad. courses							
	Number of Thesis/Special Problems Advised:		1	2	5	5	4	4.67	
	Number of Student Research Advised								
	* Approved thesis outline								
	* Approved manuscript		1	1	5	5	5	5.00	
	* Approved as SRC Chairman		1	1	4	4	4	4.0	
	* Approved as SRC Member								
	Number of student organization advised								
	Number of Instructional Materials Developed and Revised								
	a. OBE-compliant syllabi								
	b. Teaching guides/student guides/lab. Manuals		1	1	5	5	5	5.00	
	c. Complete sets of teacher-developed audio visual materials (powerpoint, videos, computer games, etc.)		2	2	5	4	5	4.67	
	d. On-line interactive learning resources per subject								
		Average Rating						4.72	

UMFO 3	RESEARH SERVICES								
	Number of research proposals submitted		1	1	5	5	4	4.67	
	Number of research proposals approved								
	Number of research studies conducted		4	5	5	5	5	5.00	DA, ACIAR, VSO, PCAARRD
	Number of research projects/studies completed within the year		1	2	4.5	4.5	4.8	4.60	ViSERDAC, Coconut
	Number of research papers (oral presentation, posters, keynote speaker, plenary speaker) presented in regional/national/int'l scientific/professional for a and								
	In int'l fora/conferences		2	3	5	5	5	5.00	
	In nat'l for a/conferences		1	1	4.5	4.5	5	4.67	
	In reg'l for a/conferences		1	1	5	5	5	5.00	
	In institutional for a/conferences		1	2	5	5	5	5.00	
	Number of paper submitted for publication in internationally indexed journals								
	In refereed int'l journals		1	1	5	5	5	5.0	
	In refereed nat'l journals								
	In institutional journals		1	1	4	5	5	4.67	
	Number of Patents/Utility Models/copyrights filed and registered								
	Amount of research money generated from external funding (Thousand PHP)		2M	2.5M	5	5	5	5.00	
	Amount of research money generated from institutional funding (Thousand PHP)		50K	100K	5	5	5	5.00	
	Number of research outputs in the last three years utilized by the industry or other beneficiaries		2	5	5	5	5	5.00	19 citations
	Number research-related awards (research conducted by faculty or students with faculty)		1	2	5	5	5	5.00	Phil. Econ. Society
		Average Rating						4.89	

UMFO 4	EXTENSION SERVICES								
	Number of trainees weighed by the length of training		30	150	5	5	5	5.00	
	Number of trainings conducted		2	5	5	5	5	5.00	
	Number of EIC materials/techno-guides developed/used								
	Number of beneficiaries served								
	Groups								
	Individuals		30	60	5	5	5	5.00	
	Number of technical/expert services provided/rendered								
	Research Mentoring		1	1	4.5	4.5	5	4.67	
	Per reviewed/Panelists		1	1	5	4	4	4.33	
	Resource Person								
	Convenor/Organizer								
	Consultancy		1	1	5	5	5	5.00	
	Evaluator		1	1	5	5	5	5.00	
	Number of extension projects conducted		1	2	5	5	4	4.67	
	Number of extension proposals submitted		1	1	5	5	4	4.67	
	Number of extension proposal approved		1	1	5	4	5	4.67	
	Number of extension projects implemented		1	2	5	5	5	5.00	
	Number of extension projects coordinated		25	35	5	5	5	5.00	
	Number of lecture/presentations in trainings/seminars		1	3	5	4	5	4.67	
	Number of LGUs, CSO, Pos, other SUCs and HEIs assisted		1	2	5	5	5	5.00	
	Amount of extension money generated from external funding (Thousand PHP)		125K	250K	5	5	5	5.00	PCAARRD Training
	Amount of extension money generated from institutional funding (Thousand PHP)		10,000	25,000	5	5	4	4.67	ViCARP
	Percentage of beneficiaries who rated the training course and advisory services as satisfactory or higher in terms of quality and relevance		70%	80%	5	5	5	5.00	
	Number of extension-related awards (extension conducted by faculty or student and faculty								
		Average Rating						4.84	

UMFO 5	ADMINISTRATIVE SUPPORT SERVICES								
	Number of meetings presided		3	6	5	4	5	4.67	
	Number of staff evaluated/monitored		1	4	5	5	5	5.00	
	Number of Committee Membership		1	2	5	5	5	5.00	APB, Formal Inv.
		Average Rating						4.89	
UMFO 6	SUPPORT TO OPERATIONS (STO)								
	Number of seminars/trainings/conventions/ workshops attended outside the university								
	Int'l		2	3	5	5	5	5.00	
	National		1	1	5	5	4	4.67	
	Regional								
	Institutional								
	Number of meeting attended (dept. level)		2	3	5	5	5	5.00	
	Number of meetings attended (APB, UAC, etc)		4	8	5	5	5	5.00	
Average Rating								4.92	
Total No. of Entries					43			Comments & Recommendations for Development Purpose: <i>Congratulations for your outstanding</i>	
Total Overall Rating					24.26				
Average Rating					4.85				
Adjectival Rating					Outstanding				

Evaluated and Rated by:

Othello B. Capuno
OTHELLO B. CAPUNO
VP, Research and Extension

Recommending Approval:

Othello B. Capuno
OTHELLO B. CAPUNO
Vice Pres., for Research and Extension

Approved:

Othello B. Capuno
OTHELLO B. CAPUNO
Vice President for Research and Extension

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: MOISES NEIL V. SERIÑO
Performance Rating: Outstanding

Aim: SUSTAIN INTERNATIONAL LINKAGES WITH RESEARCH INSTITUTIONS.

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 1, 2019

Target Date: December 31, 2019

First Step:

1. Collaborate with international research institutions and present research results in international conferences.

Result:

1. Attended and presented research output in USA, Indonesia and Germany.
2. Attended workshop on environmental economics in Vietnam.

Date: January 1, 2020

Target Date: December 31, 2020

Next Step:

1. Implement research and extension projects and submit papers for publications.


Outcome:

1. Publish one paper in interdisciplinary research platform/per-reviewed journal.

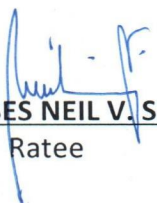
Final Step/Recommendation:

1. Sustain and maintain partnerships with local and international research institutions.
2. Coordinate and manage extension projects implemented by VSU faculty members.
3. To attend trainings, workshop that will enhance skills in leadership, management and administration.

Prepared by:


OTHELLO B. CAPUNO
VP, Research and Extension

Conforme:


MOISES NEIL V. SERIÑO
Ratee