



VISAYAS
STATE UNIVERSITY



DEPARTMENT OF METEOROLOGY

1/F Annex Engineering Building
Visca Baybay City, Leyte, PHILIPPINES

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **CHARLIE S. ANDAN**, faculty of the Department of Meteorology, 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 - December 2023.

Approved:

CHARLIE S. ANDAN

Instructor I

Date: _____

JANNET C. BENCURE

Dean, CET

Date: _____

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE): *Total FTE (1x2)*

RDE Commitments***

<i>Personnel</i>	<i>Number (1)</i>	<i>Min. FTE (2)</i>	<i>Min. FTE (2)</i>		<i>Research</i>	<i>Publication</i>	<i>Extension</i>
Department Head		4	4	0	0	0	0
Faculty w/ Univ. Designated Position		2.5	2.5	0	0	0	0
Regular Faculty (VSL)*		12	12	0	0	0	0
Regular Faculty (TLS)*		18	18	0	0	0	0
Part time Faculty		10	10	0	0	0	0
Admin Staff Members		0	0	0			
TOTAL:				0	0	0	0

Note: * On vacation-sick-leave status. Ratio of Instruction and RDE commitments should be determined based on FTE of 18 units

** On Teacher's Leave status. Minimum FTE required is 18 units

*** Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (**UMFO 3**) and extension (**UMFO 4**))

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual		Rating				Remark
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
UMFO 1.	ADVANCED EDUCATION SERVICES										NA
	OVPAAs MFO 1. Graduate Degree Program Management Services										
	PI 1: Number of graduate degree specializations offered and monitored										
	PI 2: Total FTE monitored										
	PI 3: Percentage of students who graduated within the prescribed period										
	OVPAAs MFO 2. Graduate Student Management Services										
	PI 1: Percentage of graduate students awarded with honors/distinction										
	PI 2: Percentage of graduate students advised who rated the adviser/GAC										
	PI 3: Percentage of graduate school faculty engaged in research work applied in any of the following:										
	a. Pursuing advanced research degree program										
	b. Actively pursuing in the last three years (investigative research, basic and applied scientific research, policy research, social science research)										
	c. Producing technologies for commercialization or livelihood improvement										
	d. whose research work resulted in an extension program										
	Total Points:					Total n					
UMFO 2.	HIGHER EDUCATION SERVICES										
	OVPAAs MFO 1. Curriculum Program Management Services										
	PI 1: Total FTE Monitored		Dept. Head & Faculty	15							
	PI 2: Percentage of undergraduate curricular program compliant to CMO approved and offered		Dept. Head & Faculty	0%							
	PI 3: Average percentage passing in licensure exam		Dept. Head & Faculty								

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual		Rating				Remark
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
	PI 4: Number of graduates in mandated programs graduated within the		Dept. Head & Faculty								
	PI 5: Percentage increase in the number of undergraduate students who graduated within prescribed period		Dept. Head & Faculty								
	PI 6: Percentage increase in number of undergraduate students enrolled		Dept. Head & Faculty	10%							
	PI 7: Number of academe/industry linkages established		Dept. Head & Faculty	1							
	PI 8: Number of students advised										
	On thesis/field practice/special problem		Dept. Head & Faculty	3							
	No. of approved manuscript submitted within prescribed period		Dept. Head & Faculty	1							
	On consultation		Dept. Head & Faculty	20							
	PI 9: Number of student organizations advised/ assisted										
	<i>Student organizations advised</i>		Dept. Head & Faculty								
	<i>Student organizations assisted on student related activities</i>		Dept. Head & Faculty								
	PI 10: Number of instructional materials developed/revised										
	On-line ready courseware		Dept. Head & Faculty								
	Flexible instructional materials		Dept. Head & Faculty								
	Assessment tools		Dept. Head & Faculty	10							
	PI 11: Number of virtual classrooms created and operationalized		Dept. Head & Faculty	2							
	Outcome Indicators:										
	PI 12: Percentage of first-time licensure exam takers that pass the licensure exams		Dept. Head & Faculty								
	PI 13: Percentage of graduates (2 years prior) that are employed		Dept. Head & Faculty								

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual		Rating				Remark
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
	PI 14: Percentage of undergraduate students enrolled in CHED-identified and RDC-identified priority programs		Dept. Head & Faculty								
	PI 15: Percentage of undergraduate programs with accreditation		Dept. Head & Faculty								
	Additional Outputs										
	Total Points					Total n					
UMFO 3.	RESEARCH SERVICES										
	PI 1. Number of published papers in										
	In refereed int'l journals		Dept. Head & Faculty								
	In refereed nat'l journals		Dept. Head & Faculty								
	In institutional journals		Dept. Head & Faculty								
	PI 2: Number of research outputs										
	In int'l fora/conferences		Dept. Head & Faculty								
	In nat'l fora/conferences		Dept. Head & Faculty								
	In reg'l fora/conferences		Dept. Head & Faculty								
	In institutional fora/conferences		Dept. Head & Faculty								
	PI 3: Number of research projects conducted and/or completed on schedule		Dept. Head & Faculty								
	PI 4: Number of research proposals submitted/endorsed for external funding		Dept. Head & Faculty								
	PI 5: Percent of research proposals approved		Dept. Head & Faculty								
	PI 6. Amount of research money generated from external funding		Dept. Head & Faculty								
	PI 7. Amount of research money generated from institutional funding (Thousand PHP)		Dept. Head & Faculty								

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual		Rating				Remark
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
	PI 8: No. of research-related awards (research conducted by faculty or student w/ faculty)		Dept. Head & Faculty								
	Outcome Indicator										
	PI 9: Number of research outputs in the last three years utilized be the industry or other beneficiaries		Dept. Head & Faculty								
	PI 10: Number of research outputs completed within the year		Dept. Head & Faculty								
	published in internationally-refereed or CHED recognized journal within the year		Dept. Head & Faculty								
	In refereed int'l journals		Dept. Head & Faculty								
	In refereed nat'l/regional journals		Dept. Head & Faculty								
	PI 12. Number of research-related awards (research conducted by faculty		Dept. Head & Faculty								
	Total Points					Total n:					
UMFO 4.	EXTENSION SERVICES										
	PI 1: Number of person-days trained weighted by length of training		Dept. Head & Faculty								
	PI 2: Number of trainings conducted		Dept. Head & Faculty								
	PI 3: Number of IEC materials/techno-guides developed/used		Dept. Head & Faculty								
	PI 4: Number of beneficiaries served										
	Groups		Dept. Head & Faculty								
	Individuals		Dept. Head & Faculty								
	PI 5: Number of technical/expert										
	Research Mentoring		Dept. Head & Faculty								
	Peer reviewers/Panelists		Dept. Head & Faculty	1							
	Resource Person		Dept. Head & Faculty								

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual		Rating				Remark
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
	Convenor/Organizer		Dept. Head & Faculty								
	Consultancy		Dept. Head & Faculty								
	Evaluator		Dept. Head & Faculty								
	PI 6: Number of extension projects conducted and/or completed on schedule		Dept. Head & Faculty								
	PI 7: Number of extension proposal submitted		Dept. Head & Faculty								
	PI 8: Percent of extension proposals approved		Dept. Head & Faculty								
	PI 9: Amount of extension money generated from external funding (Thousand PhP)		Dept. Head & Faculty								
	PI 10: Amount of extension money generated from institutional funding (Thousand PhP)		Dept. Head & Faculty								
	PI 11: No. of extension-related awards (extn. conducted by faculty or student & faculty)		Dept. Head & Faculty								
	Outcome Indicator										
	PI 12: Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities		Dept. Head & Faculty	1							
	PI 13: Number of trainees weighted by the length of training		Dept. Head & Faculty								
	PI 14: Number of extension programs organized and supported consistent with the SUC's mandated and priority programs		Dept. Head & Faculty								
	PI 15: Percentage of beneficiaries who rate the training course/s as satisfactory or higher in terms of quality and relevance		Dept. Head & Faculty								

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual		Rating				Remark
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
	Total Points					Total n					
UMFO 5.	SUPPORT TO OPERATIONS (STO)										
OVPAAs MFO 1. Faculty Development Services											
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *		Dept. Head & Faculty								
	PI 1.1: Number of faculty pursuing advanced research degree programs (MS) facilitated, monitored and assisted *		Dept. Head & Faculty	3							
	PI 1.2: Number of faculty who finished advanced degree program on time		Dept. Head & Faculty								
	PI 2: Number of faculty granted with external scholarships		Dept. Head & Faculty								
	PI 3: Number of faculty granted with internal fellowship grants		Dept. Head & Faculty								
	PI 4: Number of faculty granted with sabbatical leave		Dept. Head & Faculty								
	PI 5: Number of faculty sent for trainings, seminars, conferences		Dept. Head & Faculty	1							
OVPAAs MFO 2. Faculty Recruiting/Hiring Services											
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *		Dept. Head & Faculty	1							
OVPAAs MFO 3. Faculty Evaluation Services											
	PI 3: Number of seminars/trainings/conventions/workshops coordinated for entire university		Dept. Head & Faculty								
	PI 4: Number of seminars/trainings/conventions/workshops coordinated outside of the university		Dept. Head & Faculty								
	PI 5: Percentage of faculty rated by students with at least very satisfactory		Dept. Head & Faculty	80%							

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual		Rating				Remark
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
	PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted/attended		Dept. Head & Faculty								
OVPA MFO 4. Program and Institutional Accreditation Services											
	PI 1: Number of degree programs which passed accreditation/evaluation at least level 1		Dept. Head & Faculty								
	PI 2: QMS on faculty recruitment, development & performance evaluation aligned with ISO standards		Dept. Head & Faculty								
	PI 3: Degree program compliant with CHED		Dept. Head & Faculty								
	PI 4: Number of activities organized/attended/ assisted/participated/facilitated		Dept. Head & Faculty								
	Additional Outputs:										
	PI 5: 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		Dept. Head & Faculty	100%							
	Total Points					Total n					
UMFO 6.	GENERAL ADMINISTRATION & SUPPORT SERVICES										
	PI 1: Zero percent complaint from clients served		Dept. Head & Faculty	100%							
	Additional Outputs										
	PI 2: Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*		Dept. Head & Faculty	2							

MFO No.	MFO Description	Success/Performance Indicator (PI)	Units/Persons Responsible	Target	Actual		Rating				Remark
					% Accomplishment	Details of Accomplishments	Quality	Efficiency	Timeliness	Average	
	PI 3. Number of coaching sessions among faculty & staff**		Dept. Head & Faculty	6							
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**		Dept. Head & Faculty	2							
	PI 5. Number of regular executive committee meetings conducted ***		Dept. Head & Faculty	12							
	Total Points					Total n:					
	Total No. of Entries:										
	Total Over-all Rating										
	Average Rating										
	Adjectival Rating										

Evaluated & Rated by:

Recommending Approval

Approved by:

JANNET C. BENCURE

Dean, CET

Date: _____

JANNET C. BENCURE

Dean, CET

Date: _____

BEATRIZ S. BELONIAS

VP, Academic Affairs

Date: _____