



INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)

I, **Regie Faith A. Millan** of the Office of **Department of Civil Engineering**, 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 to June 2024**.

Regie Faith A. Millan
REGIE FAITH A. MILLAN
Faculty
Date: _____

Reviewed by: REC ALFONSO P. CINCO, MEng Immediate Supervisor	Approved by: JULIUS O. PALER, MEng Next Higher Supervisor	Date
RATING SCALE		5 - Outstanding 4 - Very Satisfactory 3 - Satisfactory 2 - Unsatisfactory 1 - Poor




BREAKTHROUGH GOAL: Curricular programs, research and community engagement initiatives that meet domestic and international challenges, and driven by 4IR							
STRATEGIC PRIORITIES (40%)							
Success Indicators (Targets + Measures)	Allotted Budget	Actual Accomplishment	Rating				Remarks
			Q ¹	E ²	T ³	A ⁴	
Strategic Objective # 01: Offer curricular programs integrating the latest technologies. (25%)							
Review and Revision of Curriculum							
Participate in the conduct of comprehensive review and evaluation of the BSCE curriculum by April 2024		Participated in the conduct of comprehensive review and evaluation of the BSCE curriculum by April 2024	4		4	4	3.83 x 0.3 = 0.96
Submit a PSG-based BSCE program gap analysis report to the department by April 2024							PSG-based BSCE program gap analysis will be conducted in the next rating period.
Participate in the brainstorming sessions with academic							Brainstorming Sessions will be conducted in the next rating period
Conduct Curriculum Quality Audit (CQA) of the BSCE program							CQA will be conducted in the next

$3.83 \times 0.3 = 0.96$

Participate in the formulation of Institutional standards and qualifications framework for the BSCE program							rating period Formulation of Institutional standards and qualifications framework for the BSCE program will be conducted in the next rating period.
Participate in the crafting of revised BSCE curriculum							Crafting of the revised BSCE Curriculum will be conducted in the next rating period
Conduct a curriculum mapping exercise to optimize the integration of industry-recognized micro-credentials and relevant electives (entrepreneurship, climate change/DRRM, data science, foreign languages, event management, etc.) into the revised BSCE program.		Conducted a curriculum mapping exercise to optimize the integration of industry-recognized micro-credentials and relevant electives (entrepreneurship, climate change/DRRM, data science, foreign languages, event management, etc.) into the revised BSCE program.	4		4	4	
Academic Program Awards and Recognition (S07):							
100% of required COPC compliance under Extension & Linkages were prepared and submitted to the department within the timeline		100% of required COPC compliance under Extension & Linkages were prepared and submitted to the department within the timeline	3	3	3	3	
100% of required documents for accreditation are prepared and submitted to the department within the rating period							Preparation for accreditation is scheduled on the 2 nd rating period.
Establishment/ Construction of Centers and Laboratories							
100% (19/19) of the BSCE graduating students are facilitated for English proficiency assessment (Speaking Test) within the rating period		100% (19/19) of the BSCE graduating students were facilitated for English proficiency assessment (Speaking Test) within the rating period	4		4	4	
Faculty Development and Upskilling (S02)							
1 training/workshop/webinar/short course is attended and completed from start to finish		1 training/workshop/webinar/short course was attended and completed from start to finish	4		4	4	
Academic Linkages and Mobilization (S07)							

1 prospect company/partner is endorsed to the Department		1 prospect partner was endorsed to the Department and Dean of the Faculty of Engineering	4		4	4	
S02: Equip students with 21st century skills (character, citizenship, communication, collaboration, creativity, critical thinking). (10%)							$3.3 \times 0.1 = 0.27$
Performance of Graduates							
1 review session conducted on selected licensure examination subjects within the rating period		1 review session was conducted on selected licensure examination subjects within the rating period	5		5	5	
Academic Linkages and Mobilization							
1 student is recommended for participation in a national or international exchange program during the evaluation period.		0/1 student is recommended for participation in a national or international exchange program during the evaluation period.	2		2	2	
Facilitate a COIL collaboration with one international partner for a Level 3 Re-Accredited program within the rating period.		Facilitated the crafting of the COIL collaboration proposal with one international partner for a Level 3 Re-Accredited program within the rating period.	3		3	3	
S04: Meet stakeholders' expectations and requirements (5%)							$4.83 \times 0.05 = 0.24$
100% of academic/non-academic quality processes are practiced and observed without non-compliance during the surveillance in academics.		100% of academic/non-academic quality processes are practiced and observed without non-compliance during the surveillance in academics.	5		5	5	
100% of needed documents are prepared, complied with, and submitted 10 days before the submission date (dependent on the CHED's call for application)		100% of needed documents were prepared, complied with, and submitted 10 days before the submission date (dependent on the CHED's call for application)	5		4	4.5	
60% of the students' rating is very satisfactory		60% of the students' rating is very satisfactory	5		5	5	
CORE FUNCTIONS (50%)							
Instruction (40%)							$4.7 \times 0.4 = 1.88$

[illegible]

S07: Establish a quality process program people, management, operations, financial, assets, transparency, and accountability 5%										$5 \times 0.05 = 0.25$	
100% of required reports submitted on time				100% of required reports submitted on time				5	5	5	
S010: Implement the Strategic Management Performance System for equity and fairness in managing careers in SLSU 2%										$4.5 \times 0.02 = 0.09$	
IPCR is reviewed and submitted as scheduled				IPCR is reviewed and submitted as scheduled				5	4	4.5	
S011: Re-energize SLSU with its commitment to its re-affirmed core values 3%										$5 \times 0.03 = 0.15$	
100% attendance to university's activities/programs and flag ceremony				100% attendance to university's activities/programs and flag ceremony				5	5	5	
100% wearing of university's uniform as scheduled				100% wearing of university's uniform as scheduled				5	5	5	
Total Overall Rating											
Final Average Rating										4.04	
Adjectival Rating										VS	
Discussed with:		Date	Assessed by:			Date	Approved by:			Date	
 REGIE FAITH A. MILLAN Employee			I hereby certify that I discussed my assessment of the performance with employee  REC ALFONSO P. CINCO Immediate Head				 JULIUS D. PALER Next Higher Supervisor				

Legend: 1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average

INDIVIDUAL PERFORMANCE COMMITMENT AND REVIEW (IPCR)



I, **Regie Faith A. Millan** of the Office of **Department of Civil Engineering**, 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 to December 2023**.



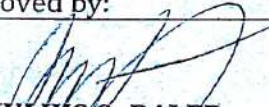
Regie Faith A. Millan
REGIE FAITH A. MILLAN
 Faculty
 Date: July 20, 2023

Reviewed by: REC ALFONSO P. CINCO, MEng Immediate Supervisor	Approved by: JULIUS O. PALER, MEng Next Higher Supervisor	Date
RATING SCALE		5 - Outstanding 4 - Very Satisfactory 3 - Satisfactory 2 - Unsatisfactory 1 - Poor

BREAKTHROUGH GOAL: Curricular programs, research and community engagement initiatives that meet domestic and international challenges, and driven by 4IR							
STRATEGIC PRIORITIES (40%)							
Success Indicators (Targets + Measures)	Allotted Budget	Actual Accomplishment	Rating				Remarks
			Q ¹	E ²	T ³	A ⁴	
Strategic Objective # 01: Offer curricular programs integrating the latest technologies. (25%)							
Review and Revision of Curriculum							
1 workshop/meeting attended in preparation for the revisiting and revision of BSCE Program Curriculum from start to finish		1 meeting attended in preparation for the revisiting and revision of BSCE Program Curriculum	5		5	5	4.6 x 0.75 = 4.15
Academic Program Awards and Recognition (S07):							
1 workshop/meeting attended in collating and preparing the COPC compliance documents from start to finish		1 workshop/meeting conducted in collating and preparing the COPC documents from start to finish.	5		5	5	

100% of required COPC compliance under Instructional Quality were prepared and submitted to the department before December 2023		Civil Engineering program was submitted COPC compliance to CHED before December 31, 2023	4		4	4	Returned by CHED for repackaging
Faculty Development and Upskilling (S02)							
1 training/workshop/webinar/short course is attended and completed from start to finish		Attended 1 webinar within the rating period	5		5	5	
Academic Linkages and Mobilization (S07)							
1 prospect company/partner is endorsed to the Department		Facilitated 1 active linkages, partnerships and networks in academic unit is established in coordination with ELIA within the rating period	4		4	4	
S02: Equip students with 21st century skills (character, citizenship, communication, collaboration, creativity, critical thinking). (10%)							
Performance of Graduates							
1 Preboard/Mock Board examination is conducted for online reviewees		1 Preboard/Mock Board examination was conducted for online reviewees	4		4	4	$4 \times 0.1 = 0.4$
S04: Meet stakeholders' expectations and requirements (5%)							
100% of academic/non-academic quality processes are practiced and observed without non-compliance during the surveillance in academics.		100% of academic/non-academic quality processes are implemented without non-compliance during the surveillance in academics (higher & advance)	5		5	5	$5 \times 0.05 = 0.25$
100% of the students' rating is very satisfactory		Rated by the students with Very Satisfactory	5		5	5	
CORE FUNCTIONS (50%)							
Instruction (40%)							
100% Utilization of updated delivery mode of instruction and instructional materials in all classes at all times.		100% Utilization of updated delivery mode of instruction and instructional materials in all classes at all times.	4		4	4	$4.2 \times 0.4 = 1.68$
100% (80/80) of students are satisfied of instruction and instruction services in terms of quality, efficiency and timeliness.		100% (80/80) of students are satisfied of instruction and instruction services in terms of quality, efficiency and timeliness.	4	4	4	4	

100% (2/2) of syllabi are submitted to the department head 10 working days before the start of classes.		100% (2/2) of syllabi are submitted to the department head 10 working days before the start of classes.	5		5	5	
100% (4/4) of grade sheets are submitted within 10 working days after the final exam without error.		100% (4/4) of grade sheets are submitted within 10 working days after the final exam without error.	4		4	4	
100% (1/1) of the test questions with TOS are submitted 5 days before the scheduled term exam.		100% (1/1) of the test questions with TOS are submitted 5 days before the scheduled term exam.	4		4	4	
Research (5%)							
S05: Produce research outputs consistent with SLSU's drive to be a leading HEI, and implement community engagement programs that result in new knowledge or patents, or improve the quality of life of target communities							
1 students research assistant is endorsed to the Department							No student research assistantship was recommended due to no budget/funds intended
Extension (5%)							
1 extension program is crafted and submitted for in-house review and evaluation		1 extension program is crafted and evaluated	2		2	2	$2 \times 0.05 = 0.1$
1 MOA is crafted and signed as evidence to the department's active partnerships with LGU, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities							No MOA was crafted and signed as evidence to the department's active partnerships with LGU, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities
112 beneficiaries weighted by the length of training within the rating period							No beneficiaries weighted by the length of training within the rating period
SUPPORT FUNCTIONS (10%)							
S07: Establish a quality process program people, management, operations, financial, assets, transparency, and accountability 5% 4th							
100% of needed documents for PQA are prepared and submitted to the department		100% of needed documents are provided and compiled 10 days before the submission date	4		4	4	$4 \times 0.04 = 0.16$
100% of assigned AACUP accreditation and ISO 9001-2015							Rescheduled for 2024 AACUP

documents are prepared and submitted to the department								Visit
SO10: Implement the Strategic Management Performance System for equity and fairness in managing careers in SLSU 2% 1/4. 7 x 0.09 = 0.15								
IPCR is reviewed and submitted as scheduled		1 IPCR is reviewed and submitted as scheduled	5		5	5		
1 target setting attended as scheduled by the Planning Office		Attended 1 target setting facilitated and conducted as scheduled by the Planning Office	5		5	5		
SO11: Re-energize SLSU with its commitment to its re-affirmed core values 3% 5 x 0.09 = 0.15								
100% attendance to university's activities/programs and flag ceremony		100% attendance to university's activities/programs and flag ceremony	5		5	5		
100% wearing of university's uniform as scheduled		100% wearing of university's uniform as scheduled	5		5	5		
Total Overall Rating								
Final Average Rating								4.04
Adjectival Rating								VS
Discussed with:	Date	Assessed by:	Date		Approved by:		Date	
 REGIE FAITH A. MILLAN Employee		I hereby certify that I discussed my assessment of the performance with employee  REC ALFONSO P. CINCO Immediate Head			 JULIUS O. PALER Next Higher Supervisor			

Legend: 1 - Quality 2 - Efficiency 3 - Timeliness 4 - Average