SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Engr. Rotsen B. Labisores

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (100%)		4.52 4.61 ℟	
b. Students (0%)		0.00	
TOTAL for Instruction	85%	4.52 4.61 ℟	3.84 3.92 ℟
2. Research	0%	0.00	0.00
3. Extension	10%	4.52 4 ℟	0.45 .4 ℟
4. Administration & Support to Operation	5%	4.52 4.5 ℟	0.23 .22 ℟
5. Production	0%	0.00	0.00
TOTAL			4.52 4.54 ℟

EQUIVALENT NUMERICAL RATING: 4.52 4.54 ℟
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.52 4.54 ℟

ADJECTIVAL RATING: Outstanding

Prepared by: Reviewed by:

ROTSEN B. LABISORES   26/Jan/2024
Faculty   **DANIEL C. LOR**
                                                        Head, DMet

                                                Recommending Approval:

                                                ROBERTO C. GUARTE
                                                Dean, CET

                                                Approved:

                                                BEATRIZ S. BELONIAS
                                                Vice President for Academic Affairs

VISAYAS STATE UNIVERSITY

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INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

Exhibit B

I, **ROTSEN B. LABISORES**, a faculty member of the **Department of Meteorology**, College of Engineering & Technology , commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period June-Dec 2020.

Approved:

ROTSEN B. LABISORES

Faculty

Date: 20 Jan 2021

DANIEL C. LOR

Head, DMet

Date: 20 Jan 2021

ROBERTO G. GUARTE

Dean, CET

Date: 20 Jan 2021

MFO & PAPs		Success/Performance Indicator (PI)	Tasks Assigned	Actual Accomplishments		Rating				Remarks	% weight
				Target	Actual Accomplishment	Q^1	E^2	T^3	A^4		
MFO 1	ADVANCED EDUCATION SERVICES (20%)										
	OVPI MFO 1. Graduate Degree Program Management Services				NA					Not yet applicable	
	1	PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:	Dept. Head & Faculty		NA					Not yet applicable	4%
		a. pursuing advanced research degree program (Ph.D) *			NA					Not yet applicable	
		b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)			NA					Not yet applicable	
		c. producing technologies for commercialization or livelihood improvement			NA					Not yet applicable	
		d. whose research resulted in an extension program			NA					Not yet applicable	
	OVPI MFO 2. Graduate Student Management Services									Not yet applicable	
	PI 1: Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty		NA					Not yet applicable	2%
	PI 2: Percentage of accredited graduate programs *		Dept. Head & Faculty		NA					Not yet applicable	2%
	PI 3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty		NA					Not yet applicable	2%
	PI 4: Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty		NA					Not yet applicable	2%
	PI 5: Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty		NA					Not yet applicable	2%

MFO & PAPs	Success/Performance Indicator (PI)	Tasks Assigned	Actual Accomplishments		Rating				Remarks	% weight
			Target	Actual Accomplishment	Q^1	E^2	T^3	A^4		
	PI 6: Percentage increase in number of students who graduated within prescribed period *	Dept. Head & Faculty		NA					Not yet applicable	2%
	PI 7: Number of graduate students awarded with honors/distinction *	Dept. Head & Faculty		NA					Not yet applicable	2%
	PI 8: Number of graduate students advised *	Dept. Head & Faculty		NA					Not yet applicable	2%
	PI 9: Number of instructional materials developed *	Dept. Head & Faculty		NA					Not yet applicable	
	On-line ready courseware			NA					Not yet applicable	
	Flexible instructional materials			NA					Not yet applicable	
	Assessment tools			NA					Not yet applicable	
	PI 10: Number of virtual classrooms created and operationalized									
MFO 2	HIGHER EDUCATION SERVICES (50%)									
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *	Dept. Head & Faculty		NA					Not Applicable	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *	Dept. Head & Faculty		NA					Not Applicable	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty		NA					Not Applicable	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty		NA					Not Applicable	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	8.00	24.90	5	4	5	4.67	AEng 40, ESci 112 , CSci 16 , E Sci 124	20%
	PI 8: Number of students advised: *	Dept. Head & Faculty								
	On thesis/ field practice/special problem									1%
	No. of approved manuscript submitted within prescribed period									1%
	On consultation		30.00	75	5	4	5	4.67	On-line consultation of student advisees & as enrolment focal person	0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty								
	Student organizations advised									1.25%
	Student organizations assisted on student related activities									1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty							Title and name of faculty	10%
	On-line ready courseware	Dept. Head & Faculty	1.00	2	4	5	4	4.33		

MFO & PAPs	Success/Performance Indicator (PI)	Tasks Assigned	Actual Accomplishments		Rating				Remarks	% weight
			Target	Actual Accomplishment	Q^1	E^2	T^3	A^4		
	Flexible instructional materials	Dept. Head & Faculty	1.00	2	4	5	5	4.67	Instructional Materials on EC 131; ESci 110, Esci 114	
	Assessment tools	Dept. Head & Faculty	1.00	1	5	5	4	4.67		
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	1.00	1	5	5	4	4.67		
	PI 11: Additional Outputs	Dept. Head & Faculty						$\frac{27.68}{6} = 4.61$		
MFO 3	RESEARCH SERVICES (10%)									
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty							needs project titles	2%
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty							needs project titles	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty	1.00	Time for drafting was affected with the time spent in developing instructional materials for flexible learning due to COVID 19 Pandemic						
	In refereed int'l journals									1.50%
	In refereed nat'l/regional journals									0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty								
	In int'l fora/conferences									1.50%
	In nat'l/regional fora/conferences									0.50%
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty	1.00	Time for drafting was affected with the time spent in developing instructional materials for flexible learning due to COVID 19 Pandemic						0.5%
	PI 6. Additional outputs*	Dept. Head & Faculty								
	No. of research-related awards (research conducted by faculty or student w/ faculty)									1.50%
MFO 4	EXTENSION SERVICES (10%)									

MFO & PAPs	Success/Performance Indicator (PI)	Tasks Assigned	Actual Accomplishments		Rating				Remarks	% weight
			Target	Actual Accomplishment	Q^1	E^2	T^3	A^4		
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Dept. Head & Faculty	1.00	1	4	4	4	4.00	Phil. Meteorological Society	2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty							30 pax with 2 days of training (8 hours per day)	2%
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs *	Dept. Head & Faculty	1.00	No extension made due to travel ban						2%
	PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance*	Dept. Head & Faculty								1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty								1%
	Research Mentoring									
	Peer reviewers/Panelists									
	Resource Persons									
	Convenor/Organizer								Not pursued due to travel ban caused by COVID 19 Pandemic	
	Consultancy									
	Evaluator									
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	1.00	Time for drafting was affected with the time spent in developing instructional materials for flexible learning due to COVID 19 Pandemic						0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty								
	No. of extension-related awards (extn. conducted by faculty or student & faculty) *									1.5%
MFO 5	**Support to Operations**									
	OVPI MFO 1. Faculty Development Services									
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty							NA	0.625%
	OVPI MFO 2. Faculty Recruitment/Hiring Services									
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty							NA	0.125%
	OVPI MFO 3. Faculty Evaluation Services									

MFO & PAPs	Success/Performance Indicator (PI)	Tasks Assigned	Actual Accomplishments		Rating				Remarks	% weight
			Target	Actual Accomplishment	Q^1	E^2	T^3	A^4		
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty							Not pursued due to travel ban caused by COVID 19 Pandemic	0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty								0.25%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	80%	No TPES Results Yet						0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty	1.00	1.00	4	5	4	4.33	Webinar	0.25%
	PI 7 : Additional outputs *	Dept. Head & Faculty								
	Number of faculty/staff awards/honors received related to operations support									0.25%
	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*	Dept. Head & Faculty							Zero non-conformity (No NC)	2.50%
MFO 6	**General Admin. & Support Services (GASS)**									
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head & staff								1%
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	1.00	1.00	5	4	5	4.67		2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head								
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head								
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head								
	PI 3: Additional Outputs	Dept. Head & all faculty & staff								
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *							$\frac{9}{2} = 4.5$	explain here briefly why consider said department practice can be considered as a best practice	2%
Total Over-all Rating								40.67		

MFO & PAPs	Success/Performance Indicator (PI)	Tasks Assigned	Actual Accomplishments		Rating				Remarks	% weight
			Target	Actual Accomplishment	Q^1	E^2	T^3	A^4		
Average Rating (Total Over-all rating divided by 14)		4.52 4.55		Comments & Recommendation for Development Purpose:						
Additional Points:										
Approved Additional points (with copy of approval)										
FINAL RATING		4.52 4.55								
ADJECTIVAL RATING		Outstanding								

Comments & Recommendation for Development Purpose:
Need to start engaging in research/extension project but still needs to finish his Master's Degree First.

Evaluated & Rated by:

DANIEL C. LOR
Head, DMet
Date: 20 Jan 2021

Recommending Approval:

ROBERTO C. GUARTE
Dean, CET
Date: 20 Jan 2021

Approved by:

BEATRIZ S. BELONIAS
Vice President, Academic Affairs
Date: 1/28/21

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

*   To indicate in the remarks column the details of the targetted outputs for easy review and calibration.

**   No percentage weight for ranking purposes since these are activities only expected to be performed at the department level

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: Rotsen B. Labisores

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
1	Teaches subjects on: EC 131 (Astronomy); ESci 110g (Pre-Calculus for Engineers); ESci 114 (Physics for Engineers) – 2 sections lec & 1 section lab	Meets class regularly (on line); Checked students' outputs	July 2020	August – December 2020	Classes started on October 2020 due to the shift of teaching modality.	Impressive	Very Satisfactory	Well-prepared and organized in conducting online classes; flexible in requiring students with outputs like assessments and quizzes.
2	Advices & assists the academic advisees & other students who consulted on line for assistance & advising.	Advised academic advisees & students	July and September 2020	July 2020 (during enrollment) and regularly during the semester as needed (email, chat or text).	Enrollment on July 2020 and regularly throughout the 2nd half of 2020.	Impressive	Very Satisfactory	Pro-active in addressing students' concerns.
3	Attends department organized meeting.	Attendance during meeting	July 2020	July – December 2020	Every first Tuesday of the moth for regular department meeting	Needs improvement	Very Satisfactory	Came late most of the time; however, very pro-active in the discussions.
4	Develops Instructional Materials of the subjects to teach in the semester during the	Approved Instructional Materials	July 2020	September 2020	September 2020	Impressive	Very Satisfactory	Resourceful in finding excellent references.

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date accomplished	Quality of Output*	Over-all assessment of output**	Remarks/ Recommendation
	Pandemic situation							
5	Participate in activities like webinar; google meetings & other virtual meeting called by the department, college and university.	Attendance to the virtual activities	July 2020 (regular reminders were done whenever there are new schedules)	July – December 2020	As scheduled	Very Impressive	Outstanding	None
6	Coordinate with the university engineer on the Building Plan for the Department of Meteorology for construction	Approved Building Plan of the Department of Meteorology	October 2020	December 2020	Finalized the facilities and equipment in every room of the building	Needs improvement	Very Satisfactory	Should schedule an appointment with the university engineer to finalize DMet Building Plan.

* Either very impressive, impressive, needs improvement, poor, very poor
** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

20 Jan 2021

DANIEL C. LOR
Head, Department of Meteorology

Exhibit L

EMPLOYEE DEVELOPMENT PLAN
July – Dec 2020

Name of Employee: Rotsen B. Labisores
Performance Rating: Outstanding

Aim: Improved Teaching Skills

Proposed Interventions to Improve Performance:

Date: Nov. 2020   Target Date: Dec. 2020

First Step:
Conduct Class Observation
_____

Result:
No face-to-face class, thus no class observation.
_____

Date: _____   Target Date: _____

Next Step: _____
_____
_____

Outcome: No proof of improvement of the teaching skills because there is no face-to-face class.

Final Step/Recommendation:

None

                                    Prepared by:

                                                    26 Jan 2021
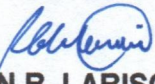   **DANIEL C. LOR**
                                         Head, Department of Meteorology

Conforme:

ROTSEN B. LABISORES
Faculty