

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Dr. Jannet C. Bencure

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		5.00	
b. Students (50%)		0.00	
TOTAL for Instruction	70%	5.00	3.50
2. Research	5%	5.00	0.25
3. Extension	5%	5.00	0.25
4. Administration & Support to Operation	20%	4.87	0.97
5. Production	0%	0.00	0.00
TOTAL			4.97

\*OIC Head- February-June 2020

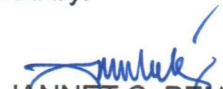
EQUIVALENT NUMERICAL RATING: 4.97

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.97

ADJECTIVAL RATING: Outstanding


Prepared by:

  
JANNET C. BENCURE  
OIC Head, DGE


Reviewed by:

  
ROBERTO C. GUARTE  
Dean, CET

Recommending Approval:

  
ROBERTO C. GUARTE  
Dean, CET

Approved:

  
BEATRIZ S. BELONIAS  
Vice President for Academic Affairs



**VISAYAS**  
STATE UNIVERSITY



**DEPARTMENT OF GEODETIC  
ENGINEERING**

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"Exhibit B"

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

I, JANNET C. BENCURE, a faculty member of the DEPARTMENT OF GEODETIC ENGINEERING commit to the deliver and agree to be rated on the attainment of the following targets with accomplishments in accordance with the indicated measures for the period January-June 2020.

**JANNET C. BENCURE**

OIC Head

Date: *06 October 2020*

Approved:

**ROBERTO C. GUARTE**

College Dean

Date: *06 October 2020*

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicator in percentage should be supported with numerical values in numerators and denominators)
						Quality	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							

	<b>PI 9:</b> Number of instructional materials developed *	<b>A5.</b> Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							
		A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
	<b>PI 10.</b> Additional outputs:	<b>A 8.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	8	9.25	5	5	5	5.00	Handled subjects (2nd Sem AY2019-2020; 1st Sem AY2020-21)
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	4	5	5	5	5.00	GEng 128a, GEng 128b, GEng 162, GEng 124n
		<b>A 11.</b> Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period							
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	Online Training on Moodle



		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	4	2	5	5	5		Geng 124n-2	
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	20	4	5	5	5		Geng 124n -2 Geng 128a -1 Geng 128b - 1	
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	20	12	5	5	5		Geng 128a -4 Geng 128b - 4 Geng 162 - 4	
P18 : Number of students advised:	* A16 . Number of students advised:  Acts as academic adviser to students			2	6	5	5	5	5.00	Geng162 Advisees - Sto. Colubio, Tagalog, Oracion, Orellano, Tutor	
	A17 . Number of students advised on thesis/ field practice/special problem:										
	As SRC Chairman	Advises , and corrects research outline and thesis/SP manuscript		3	15	5	5	5	5.00	7 advisees in Geng162 8 advisees in Geng200a	
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript		3	9	5	5	5	5.00	1 in Geng162 8 in Geng 200a	
	A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades		5	10	5	5	5	5.00	Students of Handled subjects (2nd Sem AY2019-2020, 1st Sem AY2020-21)	
P19 : Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO									
	A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities									
P110: Number of instructional materials developed *	A21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel		1	1	5	5	5	5.00	Geng 127	
	On-line ready courseware	Prepares instructional module/laboratory guide/workbook or a combination thereof		1	1	5	5	5	5.00	Geng 127	
	Flexible instructional materials				1					Geng 127	
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught		5	17	5	5	5	5.00	5 in Geng 124n 2 in Geng 128a 3 in Geng 128b 7 in Geng 162	

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	11	5	5	5	5.00	4 in GEng 124n 2 in GEng 128a 3 in GEng 128b 2 in GEng 162
		A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course were duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom		4	5	5	5	5.00	GEEng 127 - moodle GEEng 124n, GEng 128a and GEng 128b - google classroom
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and/or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	1						Survey Camp (EVSU, LGU-Inopacan)
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Conducts research for possible utilization by industry or other beneficiaries							
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year							
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication							
		In refereed int'l journals		1						
		In refereed nat'l/regional journals								



	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1						
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)								
		<b>A 33.</b> Number of journal articles/scientific paper received and reviewed as peer-reviewer	Acts as peer reviewer of journal articles/scientific papers, reviews the paper received and returns duly reviewed paper	1	3	5	5	5	5.00	1- GMSARN Journal 2 - Sustainable Cities and Society
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders facilitated and maintained	Identifies and links with probable partners for extension activities and maintains this active partnership	1	1	5	5	5	5.00	
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	15						
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	5	5	5	5.00	

	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	Provides quality and relevant training courses and advisory services	95						
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists		1	3	5	5	5	5.00	
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	<b>PI 8.</b> Percent of extension proposals approved *	<b>A 41.</b> Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	<b>PI 11.</b> Additional outputs *	<b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		<b>A 43.</b> Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	1						
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>									
	<b>OVPI MFO 1. Faculty Development Services</b>									
	<b>PI 1.</b> Number of faculty pursuing advanced research degree programs facilitated, monitored and assisted*	Number of faculty pursuing:	Monitors faculty members who are on study leave							
		PhD		2	2	5	5	4	4.67	JC Bencure FF Morales, Jr.
		MS		2	2	5	5	4	4.67	E.C. Colubio, Jr. MJ E. Mercurio
		Number of faculty who finished advanced degree programs on time		1	1	5	5	5	5.00	JC Bencure
	<b>OVPI MFO 2. Faculty Recruitment/Hiring Services</b>									



	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards*		Ensures that all core process of QMS and PMHRD-01 are complied with in the screening/hiring of faculty member	1							
	<b>OVPI MFO 3. Faculty Evaluation Services</b>										
	PI 3: Number of seminars/trainings/conventions/workshops organized/coordinated for the entire university										
	PI 4: Number of seminars/trainings/conventions/workshops organized/outside of the university*										
	PI 5: Percentage of faculty rated by students with at least Very Satisfactory in 50% of the subjects evaluated*			85	100%	5	5	5	5.00		
	PI 6: Number of in-house seminars/trainings/workshops/reviews conducted*			1							
	PI 7: Additional Outputs*										
		Number of faculty/staff awards/honors received related to operations support									
	<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	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*	A 44. Compliance to all requirements of the QMS core processes of the university under ISO 9001:2015*	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member		zero non-conformity	5	5	5	5.00		
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools		100% compliant	5	5	5	5.00		
		On program accreditations									
		On institutional accreditations									
	<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>										
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*			1	1	5	4	5	4.67	PPMP for General GF PPMP for STF	



	<b>PI 2:</b> Zero percent complaint from clients served	<b>A 46:</b> Customer friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					
	<b>PI 3:</b> Number of coaching sessions among faculty & staff*			1	1	5	5	5	5.00	online/messenger
	<b>PI 4:</b> Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**			2	1	5	5	4	4.67	
	<b>PI 5:</b> Number of monthly/special faculty & staff meetings conducted**			12	6	5	5	5	5.00	Googlemeet
	<b>PI 3:</b> Additional Outputs	<b>A 47:</b> Number of new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performing functions resulting to best practice							
		<b>A 48:</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	<b>Total Over-all Rating</b>								143.67	
	<b>Average Rating</b>								4.95	
	<b>Adjectival Rating</b>								0	

<b>Average Rating (Total Over-all rating divided by 4)</b>			<b>4.95</b>
<b>Additional Points:</b>			
<b>Approved Additional points (with copy of approval)</b>			
<b>FINAL RATING</b>			<b>4.95</b>
<b>ADJECTIVAL RATING</b>			<b>OUTSTANDING</b>

**Comments and Recommendations for Development Purposes:**

Good Job. kept it up. May focus now on research.

Evaluated & Rated by:

**ROBERTO C. GUARTE**

Dean, CET

Date: 06 October 2020

Recommending Approval

**ROBERTO C. GUARTE**

Dean, CET

Date: 06 October 2020

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs

Date:

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average



**VISAYAS**  
STATE UNIVERSITY



**College of Engineering and  
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## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Dr. Engr. Jannet C. Bencure**

Performance Rating:

**Aim:** Dr. Engr. Bencure as an effective and efficient implementor of the new OBE'dized four (4) year degree program in Bachelor of Science in Geodetic Engineering (BSGE) as provided for in the new CMO 89, s. of 2017

### **Proposed Interventions to Improve Performance:**

**Note:** Dr. Engr. Bencure will be developed into an effective implementor of the new OBE'dized four (4) year BSGE Program.

**Date:** February 2020

**Target Date:** June 2020

### **First Step**

- Reorientation on the Outcomes-Based Education principles, orientation of the provisions of the new Policies, Standards, and Guidelines (PSG) in the offering of the new BSGE as provided for in CMO 89, s. 2017, and the implementation of the new VSU BSGE Curriculum.


### **Results:**

- Mastery on the provisions of CMO 89, s. 2017
- Mastery on the preparation of an OBTL Syllabus Course Content and Plan
- New BSGE Curriculum

Prepared by:

  
**ROBERTO C. GUARTE**  
Dean, CET

Conforme:

  
**JANNET C. BENCURE**  
OIC-Head, DGE