

# SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member:

RANDY G. OMEGA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
Instruction			
Head/Dean (50%)	50% 60%	$4.96 \times 0.60 = 2.95$ 2.98	
Students (50%)	50% 35%	$4.2 \times 0.35 = 1.47$ 2.1	4.58 4.45 *
Total for Instruction	95%		4.35
Research			
Client/Dir. for Research (50%)			
Dept. Head/Center Director (50%)			
Total for Research	2.50% *	3 *	0.075 *
Extension			
Client/Dir. for Extension (50%)			
Dept Head/Center Director (50%)			
Total for Extension	2.50% *	5	0.25 - 0.125 *
Administration			
Production			
TOTAL	100%		4.60 4.65 *

EQUIVALENT NUMERICAL RATING:

4.65 \* 4.60

Add: Additional Points, if any:


TOTAL NUMERICAL RATING:

4.65 \* 4.60

ADJECTIVAL RATING:

Outstanding

Prepared by:

  
**RANDY G. OMEGA**

Name of Faculty

Reviewed by:

  
**MOISES NEIL V. SERIÑO**

College Dean

Recommending Approval:

  
**MOISES NEIL V. SERIÑO**

Dean/Director

Approved:

  
**BEATRIZ S. BELONIAS**

Vice President



**VISAYAS**  
STATE UNIVERSITY

**Department of Tourism and Hospitality Management**

Visca, Baybay City, Leyte, PHILIPPINES

Telefax:

Email: [dchm@vsu.edu.ph](mailto:dchm@vsu.edu.ph)

Website: [www.vsu.edu.ph](http://www.vsu.edu.ph)

"Exhibit B"

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

I, RANDY G. OMEGA, a faculty member of the DEPARTMENT OF TOURISM AND HOSPITALITY MANAGEMENT commit to the deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period July to December 2023.

Approved:

**RANDY G. OMEGA**

Instructor II

Date: 1/4/24

**RANDY G. OMEGA**

Department Head

Date: 1/4/24

**MOISES NEIL V. SERIÑO**

College Dean

Date: 1/6/24

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating				REMARKS (Indicators 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								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation							
		A4. Number of students entertained	Entertains students seeking							
	PI 9: Number of instructional	A5. Number of on-line ready	Converts the existing instructional							
		On-line ready courseware	Prepares Instructional module/laboratory							
		Supplemental learning resources	Prepares Power Point presentation,							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets,							
		A 6 : Number of on-line course ware	Submits the course ware duly							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							



UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	<b>PI5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	Handles and teaches courses assigned	40	26.91	5	5	5	5.00	Half of the target was accomplished from Jan. to June accomplishment. The remaining 20 target for July to December
		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	6	5	5	4	4.67	THty 101 -3, TMgt. 127-1, TMgt 133-1, and TMgt200A-1
		<b>A11.</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	5	10	5	5	5	5.00	
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	2	4	5	5	5	5.00	
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	12	5	5	4	4.67	
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab							
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	<b>PI8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	20	33	5	5	5	5.00	
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:	Acts as thesis adviser to students	3	3	5	5	5	5.00	
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	7	5	5	5	5.00	
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	5	5	5	5	5.00	
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	20	55	5	5	5	5.00	
	<b>PI9:</b> Number of student organizations advised/ assisted	<b>A19.</b> Number of Student organizations advised	Advises student organizations recognized by USOO	1	2	5	5	5	5.00	
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	2	5	5	5	5.00	
	<b>PI10:</b> Number of instructional materials developed *	<b>A21:</b> Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	4	5	5	5	5.00	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	6	20	5	5	5	5.00	



		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	3	12	5	5	5	5.00	
		<b>A 23 :</b> 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							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	4	5	5	5	5.00	
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs accomplished:								
		Program accreditation/evaluation	Prepares documents and /or							
		Agency/firm/Industry linkages	Coordinates with potential firms							
		<b>A 26.</b> Other outputs implementing the	Designs experiential learning							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3)	<b>A27.</b> Number of research outputs in the last three (3) years utilized by the	Conducts research for possible utilization by industry or other							
	<b>PI 2.</b> Number of research outputs completed within the	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year							
	<b>PI 3.</b> Percentage of research outputs published in	<b>A 29.</b> Percentage of research outputs published in internationally-refereed or	Writes publishable materials out of research outputs and submits for							
		In refereed int'l journals								
		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 scienfic for a/conferences	1	0	<del>3</del> 0	<del>3</del> 0	<del>3</del> 0	<del>3.00</del> 0	
		In int'l fora/conferences								
		In nat'l/regional fora/conferences								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of research proposals prepared, submitted and	Prepares research proposals, submits and follows up its approval							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards								
		<b>A 33.</b> Number of journal articles/scientific paper received and	Acts as peer reviewer of journal articles/scientific papers reviews							
		<b>A 34.</b> Number of UMs submitted to ITSQ, VSU	Prepares and submits application for UM of technology generated out of research output							
<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							
	<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	50	5	5	5	5.00	

UMFO 6. General Admin. & Support Services (GASS)										
	<b>PI 2.</b> Zero percent complaint from clients served	<b>A 52.</b> Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	Zero% complaint					
	<b>PI 3:</b> Additional Outputs	<b>A 53.</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>Total Over-all Rating</b>	104.33 -107.33	*							Strengthened network & collaboration capability through attendance to trainings
	<b>Average Rating</b>	4.74 -4.88	*							
	<b>Adjectival Rating</b>	Outstanding								

Evaluated & Rated by:

**MOISES NEIL V. SERIÑO**

Dean, College of Management and Economics  
Date: 1/10/24

Recommending Approval

**MOISES NEIL V. SERIÑO**

Dean, College of Management and Economics  
Date: 1/10/24

Approved by:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs  
Date: 1/10/24



# PERFORMANCE MONITORING FORM

Exhibit I


Name of Employee: **RANDY G. OMEGA**

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 assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, and makes herself available for students consultations during consultation hours.	Very Impressive	July 1, 2023	December 31, 2023	December 31, 2023	Very Impressive	Outstanding	Submitted grades on time. Returned corrected manuscripts on time. Entertains the concerns of advisees during enrollment.
2	Performs production functions such as; prepares production proposals, implements duly approved production projects within the approved time frame, prepares reports and outputs, and submit for publications.	Very Impressive	July 1, 2023	December 31, 2023	December 31, 2023	Very Impressive	Outstanding	BIDA Project Leader
4	Performs other functions such as; a member of VSU Academic Council and etc.	Very Impressive	July 1, 2023	December 31, 2023	December 31, 2023	Very Impressive	Outstanding	Able to multitask and maintain productivity

\*Either very impressive, impressive, needs improvement, poor, very poor

\*\*Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

  
**RANDY G. OMEGA**  
Unit Head

**EMPLOYEE DEVELOPMENT PLAN**

Name of Employee : Randy G. Omega  
Performance Rating : 4.65 (Outstanding) July-December 2023  
4.65

Aim: To develop skills related to research and extension project proposal writing and development

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

Date: July 2023

Target Date: September 2023

First Step:

To attend webinars or seminars related to research and extension proposal writing and development.

Result:

Increased knowledge on research and extension project proposal writing.

Date: October 2023

Target Date: December 2023

Next Step:

Apply the learnings and insights learned in preparing and conducting extension projects.

Outcome:

Confidence in preparing and implementing extension projects.

Final Step/Recommendation:

To attend more advanced seminars on research and extension related topics..

Prepared by

**MOISES NEIL V. SERIÑO**

Unit Head

Conforme:

**RANDY G. OMEGA**

Ratee