

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
Jan-June 2021**

Name of Faculty Member: **CHARLINDO S. TORRION**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		4.62 x50%= 2.31	
b. Students (50%)		4.10x50% = 2.05	
Total for Instruction	85%	4.36	3.71
2. Research			
3. Extension	10%	4.67	.47
4. Administration	5%	4.67	0.2335
5. Production			
TOTAL			4.4258

EQUIVALENT NUMERICAL RATING:

4.4258

Add: Additional Points, if any:

TOTAL NUMERICAL RATING:

4.4258

ADJECTIVAL RATING:

Very Satisfactory

Prepared by:

CHARLINDO S. TORRION

Name of Faculty

Reviewed by:

DANIEL C. LOR

Head, Department of Meteorology

Recommending Approval:

ROBERTO C. GUARTE

Dean, College of Engineering & Technology

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs



INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **CHARLINDO S. TORRION**, faculty 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 January - June 2021.

CHARLINDO S. TORRION

Faculty

Date: 7-21-21

Approved:

DANIEL C. LOR

Head

Date: 7-21-21

ROBERTO C. GUARTE

College Dean

Date: 7-23-21

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE):

Personnel

Department Head
Faculty w/ Univ. Designated Position
Regular Faculty (VSL)*
Regular Faculty (TLS)*
Part time Faculty
Admin Staff Members

Total FTE (1):			RDE Commitments***		
Number (1)	fin. FTE (2)		Research	Publication	Extension
-	0	#VALUE!	0.0	0	0
-	0	#VALUE!	0.0	0	0
-	0	#VALUE!	2.0	1	1
-	0	#VALUE!	0.0	0	0
-	0	#VALUE!	0.0	0	0
-	0	#VALUE!	0.0	0	0
-	0		2.0	1	1

TOTAL:

2.0 1 1

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory

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.	Success/Performance Indicator (PI)	Units/Persons Resp	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
MFO 1	ADVANCED EDUCATION SERVICES (20%)										
	OVPI MFO 1. Graduate Degree Program Management Services									Not yet applicable	
	1 PI 1. Percentage of graduate school faculty engaged in research work applied in any of the following:	Dept. Head & Faculty									4%
	a. pursuing advanced research degree program (Ph.D) *										
	b. actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)										

MFO No.	Success/Performance Indicator (PI)		Units/Persons Resp	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	c.	producing technologies for commercialization or livelihood improvement										
	d.	whose research resulted in an extension program										
	OVPI MFO 2. Graduate Student Management Services										Not yet applicable	
	PI 1: Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty									2%
	PI 2: Percentage of accredited graduate programs *		Dept. Head & Faculty									2%
	PI 3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty									2%
	PI 4: Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty									2%
	PI 5: Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty									2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *		Dept. Head & Faculty									2%
	PI 7: Number of graduate students awarded with honors/distinction *		Dept. Head & Faculty									2%
	PI 8: Number of graduate students advised *		Dept. Head & Faculty									2%
	PI 9: Number of instructional materials developed *		Dept. Head & Faculty									
	On-line ready courseware											
	Flexible instructional materials											
	Assessment tools											
	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								Not Applicable	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty								Not Applicable	2.5%
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *		Dept. Head & Faculty	100%	100%	100%	5	5	4	4.67	BS in Meteorology degree program	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *		Dept. Head & Faculty								Not Applicable	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *		Dept. Head & Faculty	12	121%	14.55	5	5	5	5.00	Teaches the ff subjects: Esci 116n (lec- 3 sec); Math 131a (lec)	20%
	PI 8: Number of students advised: *		Dept. Head & Faculty									

MFO No.	Success/Performance Indicator (PI)	Units/Persons Resp	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	<i>On thesis/ field practice/special problem</i>										1%
	<i>No. of approved manuscript submitted within prescribed period</i>										1%
	<i>On consultation</i>										0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty									
	<i>Student organizations advised</i>		2	50%	1	5.0	5.0	4.0	4.67	Tarsier	1.25%
	<i>Student organizations assisted on student related activities</i>										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	8	25%	2	5.0	4.0	5.0	4.67	Torrior: Esci 116n (lec-3 sec); Math 131a (lec)	
	Flexible instructional materials	Dept. Head & Faculty	8	25%	2	5.0	4.0	5.0	4.67		
	Assessment tools	Dept. Head & Faculty	8	25%	2	5.0	4.0	5.0	4.67		
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	8	25%	2	4.0	4.0	5.0	4.33		
	PI 11: Additional Outputs	Dept. Head & Faculty									
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	1	0%	0					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								needs title of publication, name of journal and where published	
	<i>In refereed int'l journals</i>										1.50%
	<i>In refereed nat'l/regional journals</i>										0.50%
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences *	Dept. Head & Faculty								title of paper, what for a/conference, where and when presented	
	<i>In int'l fora/conferences</i>										1.50%
	<i>In nat'l/regional fora/conferences</i>										0.50%
	PI 5. Percent of research proposals approved *	Dept. Head & Faculty									0.5%
	PI 6. Additional outputs*	Dept. Head & Faculty									

MFO No.	Success/Performance Indicator (PI)	Units/Persons Resp	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	No. of research-related awards (research conducted by faculty or student w/ faculty)										1.50%
MFO 4	EXTENSION SERVICES (10%)										
	PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities *	Dept. Head & Faculty	3	100%	3	5.0	5.0	4.0	4.67	Phil Meteorological Society; ; PAGASA; DYDC-Fm	2.0%
	PI 2. Number of trainees weighted by the length of training *	Dept. Head & Faculty	25	100%	25	5.0	5.0	4.0	4.67	25pax 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	100%	1	5.0	5.0	4.0	4.67	Weather Wiser (DYDC-FM program); World Meteorological Day (Webinar)	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	80%	100%	100%	5.0	5.0	4.0	4.67	World Meteorological Day (Webinar)	1%
	PI 5. Number of technical/expert services *	Dept. Head & Faculty									1%
	Research Mentoring										
	Peer reviewers/Panelists										
	Resource Persons										
	Convenor/Organizer										
	Consultancy										
	Evaluator										
	PI 8. Percent of extension proposals approved *	Dept. Head & Faculty	100%	100%	100%	5.0	5.0	4.0	4.67	Weather and Atmospheric Information Services (Project WAIS)	0.5%
	PI 11. Additional outputs *	Dept. Head & Faculty									
	No. of extension-related awards (extrn. 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									#####
	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									#####
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty									0.25%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Resp	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	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%	100%	80%	4.0	5.0	5.0	4.67	TPES on line	0.75%
	PI6 : Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty									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	100%	100%	1	5.0	4.0	5.0	4.67	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	1	0%							1%
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	1 valid comp		No complain						2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	1	0%							
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department targets**	Dept. Head	3	0%						Meeting for the OPCR & IPCR	
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	12	0%						Monthly department meeting, every first Tuesday of the Month; Special meetings: Enrollment; Curriculum; Instructional; Meteorology Building;	
	PI 3: Additional Outputs	Dept. Head & all faculty & staff									
	Attendance to meetings	Dept. Head & all faculty & staff	12	92%	11	5.0	4.0	5.0	4.67	Monthly department meeting, every first Tuesday of the Month; Special meetings: Enrollment; Curriculum; Instructional; Meteorology Building;	

MFO No.	Success/Performance Indicator (PI)	Units/Persons Resp	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *									explain here briefly why consider said department practice can be considered as a best practice	2%
						68.0	65.0	63.0	65.3		
Total Over-all Rating						65.333					
Average Rating					59.51%	4.667					
Adjectival Rating						Outstanding					
			Comments & Recommendation for Development Purpose: Keep up the enthusiasm in doing extension projects. Explore other areas that will benefit from the current extension initiatives.								

Evaluated & Rated by:

DANIEL C. LOR

Head, DMet

Date: 7-21-21

Recommending Approval:

ROBERTO C. GUARTE

Dean, CET

Date: 7-23-21

Approved:

BEATRIZ S. BELONIAS

Vice Pres. for Academic Affairs

Date: 7/26/21

* 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

PERFORMANCE MONITORING FORM

Name of Employee: Charlindo S. Torrion

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: ESci 116n DIFFERENTIAL EQUATIONS LEC ESci 116n DIFFERENTIAL EQUATIONS LEC ESci 116n DIFFERENTIAL EQUATIONS LEC Math 131a VECTOR ANALYSIS LEC	Meets class regularly (on line); Checked students' outputs	January – June 2021	June 2021	June 2021	Impressive	Very Satisfactory	Knowledgeable on the subjects taught; creative and resourceful in preparing instructional materials; needs to make classes discussion more encouraging and livelier.
2	Student advising	Advised academic advisees & students needing his help	January – June 2021	June 2021	June 2021	Impressive	Very Satisfactory	Pro-active in addressing students' concerns.
3	Attends department organized meeting.	Attendance during scheduled meeting	January – June 2021	As Scheduled	Every first Tuesday of the month for regular department meeting	Impressive	Very Satisfactory	Contributed a lot during discussions.
4	Develops Instructional Materials of the subjects to teach in the semester for flexible learning	Instructional Materials available to students	January – March 2021	March 2021	March 2021	Very Impressive	Very Satisfactory	Very resourceful; IMs contents are well-organized and covered the topics
5	Participate in activities like webinar, google meetings & other virtual meeting called by the department, college and university.	Attendance to the virtual activities	January – June 2021	As scheduled	As scheduled	Very Impressive	Outstanding	None
6	Coordinates the extension activities of the department	Approved extension proposal	January – June 2021	March 2021	February 2021	Very Impressive	Outstanding	None

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

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

Prepared by:


DANIEL C. LOR

Head, Department of Meteorology

EMPLOYEE DEVELOPMENT PLAN
January – June 2021

Name of Employee: Charlindo S. Torrion
Performance Rating:

Aim: Improved Teaching Skills

Proposed Interventions to Improve Performance:

Date: May 2021 Target Date: May 2021

First Step:

Virtual Class Observation

Result:

Not able to implement the proposed intervention since the department is waiting for the instruction from OVPA.

Date: _____ Target Date: _____

Next Step:

Outcome: No proof of improvement for the teaching skills of the faculty since the faculty was not observed for his improvement


Final Step/Recommendation:

None.

Prepared by:


DANIEL C. LOR
Head, Department of Meteorology

Conforme:


CHARLINDO S. TORRION
Faculty