SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Engr. Glenda Loraine S. Sobrio

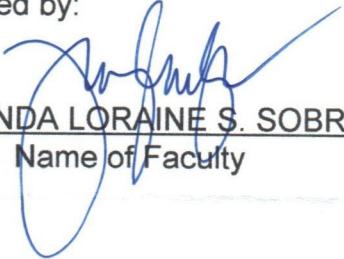| Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (100%)		4.95	
b. Students (0%)		0.00	
TOTAL for Instruction	100%	4.95	4.95
2. Research	0%	0.00	0.00
3. Extension	0%	0.00	0.00
4. Administration & Support to Operation	0%	0.00	0.00
5. Production	0%	0.00	0.00
TOTAL			4.95

*Instructor I- July-December 2020

EQUIVALENT NUMERICAL RATING: 4.95
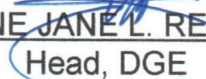Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.95

ADJECTIVAL RATING: Outstanding

Prepared by:

GLENDA LORAINE S. SOBRIO
Name of Faculty

Reviewed by:

JUZTINE JANE L. REBUYAS
Head, DGE

Recommending Approval:

ROBERTO C. GUARTE
Dean, CET

Approved:

BEATRIZ S. BELONIAS
VP for Academic Affairs

VISAYAS STATE UNIVERSITY

DEPARTMENT OF GEODETIC ENGINEERING
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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, GLENDA LORAINE S. SOBRIO, 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 **July-December 2020**.

Approved:

GLENDA LORAINE S. SOBRIO	JUZTINE JANE L. REBUYAS	ROBERTO C. GUARTE
Instructor	Department Head	College Dean
Date: 01/27/2021	Date: 01/27/2021	Date: 01/29/2021

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	Eficiency	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							
	PI 9: Number of instructional materials developed *	**A5**. 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 Moddle or Google Classroom							
	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	18	25.75	5	5	5	5.00	GEng141n,GEng157, GEng113,GEng159 & ESci121n
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	7	5	5	5	5.00	Accomplished as reflected in the Jan-June 2020 IPCR with accomplishments
		A 11 . 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							
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	Training on 1) Moodle (VSU E-Learning)
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	12	5	5	5	5.00	GEng141n,GEng157, GEng113,GEng159 & ESci121n
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	37	5	5	5	5.00	GEng141n,GEng157, GEng113,GEng159 & ESci121n

					Q	E	T	Avg	
		A15. *Number of lab reports and term papers checked and graded*	Checks lab reports and term papers submitted as required	5		5	5	5	5.00	Accomplished as reflected in the Jan-June 2020 IPCR with accomplishments
PI 8: Number of students advised: *	**A16**. Number of students advised:	Acts as academic adviser to students		19	5	5	5	5.00	Second year students (1st sem, AY 2020-2021)
		A17. *Number of students advised on thesis/ field practice/special problem:*							
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript		3	5	5	5	5.00	**Special Studies Adviser:** Cesar, Delphine and Oppus, Kristel **OJT Adviser:** Velmonte, Jhonbel
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript							
		A18. *Number of students entertained for consultation purposes*	Entertains students consulting on subject taught, thesis and grades		156	5	5	5	5.00	Academic advisees, OJT, Survey Camp and Special Studies advisees, students
PI 9: 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							
PI 10: Number of instructional materials developed *	**A 21 :** Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	1	3	5	5	5	5.00	2nd half of GEng141n, GEng157 and Geng113 (1st half was reflected in the Jan-June 2020 IPCR accomplishments)
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	1	3	5	5	4.7	4.90	2nd half of GEng141n, GEng157 and Geng113 (1st half was reflected in the Jan-June 2020 IPCR accomplishments)
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	10	5	5	5	5.00	15 were already prepared as reflected in the IPCR accomplishments for Jan-June 2020

		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10			5	5	5	5.00	GEng141n,GEng157, GEng113,GEng159 & ESci121n
		A 23 : 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	1	1		5	5	3	4.33	2nd half of GEng141n, GEng157 and Geng113 (1st half was reflected in the Jan-June 2020 IPCR accomplishments)
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	3	5		5	5	5	5.00	GEng141n,GEng157, GEng113,GEng159 & ESci121n
	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								
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal								
UMFO 3 . RESEARCH SERVICES											
	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 oroject 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									

		In refereed nat'l/regional journ									
PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	**A 30.** Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences									
		In int'l fora/conferences									
		In nat'l/regional fora/conferences									
PI 5. Percent of research proposals approved *	**A 31.** Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation									
PI 6. Additional outputs*	**A 32**. No. of research-related awards (research conducted by faculty or student w/ faculty)										
	A 33. 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									
	A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output									
	A 35.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal									

UMFO 4. EXTENSION SERVICES

PI 1. Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	**A 36**. 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									
PI 2. Number of trainees weighted by the length of training	**A 37**. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer									
PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	**A 38**. Number of extension programs/projects implemented	Implementes duly approved extension projects									

PI 4. Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	A 39. 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						
PI 5. Number of technical/expert services	A 40. 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							
Resource Persons	Resource Persons							
Convenor/Organizer	Convenor/Organizer							
Consultancy	Consultant							
Evaluator	Evaluator							
PI 8. Percent of extension proposals approved *	A 41. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation						
PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *							
	A 43.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal						
UMFO 5. SUPPORT TO OPERATIONS								
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*	A 44. Compliance to all requirements of theQMS 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				
	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				
	On program accreditations							

		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										
PI 2. Zero percent complaint from clients served		**A 46**. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint					
PI 3: Additional Outputs		**A 47**. Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies *	Initiates/introduces improvements in performfing functions resulting to best practice							
		A 48.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
Total Over-all Rating									74.23	
Average Rating									4.95	
Adjectival Rating									O	

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

Comments and Recommendations for Development Purposes:

Pursue graduate study

Evaluated & Rated by:

JUZTINE JANE L. REBUYAS
Department Head
Date: 01/29/21

Recommending Approval

ROBERTO C. GUARTE
Dean, College of Engineering and Technology
Date: 01/29/21

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: 1/29/21

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