



Exhibit K

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS**

Name of Faculty Member: Eusebio R. Lina, Jr.

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.45	
b. Student (50%)		2.00	
Total for Instruction	65%	4.45	2.89
2. Research			
a. Client/Dir. For Research (50%)		0	
b. Dept. Head/Center Director (50%)		5.00	
Total for Research	5%	5.00	0.25
3. Extension			
a. Client/Dir. For Extension (50%)		0	
b. Dept. Head/Center Director (50%)		4.83	
Total for Extension	5%	4.83	0.24
4. Support to Operations	10%	5.00	0.50
5. Gen. Admin & Support Services	15%	5.00	0.75
TOTAL			4.63

EQUIVALENT NUMERICAL RATING: 4.63

Add: Additional points, if any:

TOTAL NUMERICAL RATING: **4.63**

ADJECTIVAL RATING: Outstanding

Prepared by:

Eusebio R. Lina, Jr.

EUSEBIO R. LINA, JR.
Name of Faculty

Reviewed by:

MA. THERESA P. LORETO

MA. THERESA P. LORETO
Immediate Supervisor

Recommending Approval:

MA. THERESA P. LORETO

MA. THERESA P. LORETO
Dean, CAS

Approved:

BEATRIZ S. BELONIAS

BEATRIZ S. BELONIAS
Vice President of Academic Affairs

Vision:
Mission:

A globally competitive university for science, technology, and environmental conservation.
Development of a highly competitive human resource, cutting-edge scientific knowledge
and innovative technologies for sustainable communities and environment.



VISAYAS

STATE UNIVERSITY



DEPARTMENT OF MATHEMATICS

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Eusebio R. Lina, Jr., a faculty member of the DEPARTMENT OF MATHEMATICS would like to report and be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January - June 2022.

Eusebio R. Lina, Jr.

EUSEBIO R. LINA, JR.

Assoc. Professor 1

Date: 7/19/2022

Approved:

(*abstain*)

EUSEBIO R. LINA, JR.

Department Head

Date: _____

MA. THERESA P. LORETO

MA. THERESA P. LORETO

College Dean

Date: 7/20/2022

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target (Jan. - Dec)	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	N/A						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	N/A						
		A3 . Number of students advised on thesis/special problem/dissertation		N/A						

		<i>As GAC Chairman</i>	<i>Advises and corrects research outline and thesis/SP/dissertation manuscript</i>	<i>N/A</i>						
		<i>AS GAC Member</i>	<i>Advises and corrects research outline and thesis/SP/dissertation manuscript</i>	<i>N/A</i>						
		<i>A4 . Number of students entertained for consultation purposes</i>	<i>Entertains students seeking consultation with faculty</i>	<i>N/A</i>						
	PI9: Number of instructional materials developed *	<i>A5 . Number of on-line ready coursewares developed and submitted for review</i>	<i>Converts the existing instructional materials into flexible learning systems</i>	<i>N/A</i>						
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	<i>N/A</i>						
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	<i>N/A</i>						
		<i>Assessment tools</i>	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>	<i>N/A</i>						
		<i>A 6 : Number of on-line course ware reviewed by TRP & edited by MMDC editor</i>	<i>Submits the course ware duly reviewed by TRP for editing by MMDC editor</i>	<i>N/A</i>						
		<i>A 7 : Number of virtual classroom created and operational</i>	<i>Creates virtual classroom using either Moddle or Google Classroom</i>	<i>N/A</i>						

	PI 10 . Additional outputs:	A 8. Other outputs implementing the new normal due to covid 19	<i>Designs experiential learning activities and other outputs to implement new normal</i>	N/A						
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	<i>Handles and teaches courses assigned</i>	18	5.95	5	4	5	4.67	VSL Math 124 and Math 121s
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	2	5	5	5	5.00	1st Sem., AY 2021-2022 and 2nd Sem., AY 2021-2022
		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	10	25	5	5	5	5.00	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	4	5	4.67	Introduction to LaTeX and LyX
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	6	5	5	4.5	4.83	
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	10	5	5	5	5.00	
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	0						
	PI 8: Number of students advised: *	A16. Number of students advised:	<i>Acts as academic advisor to students</i>	N/A						
		A17. Number of students advised on thesis/ field practice/special problem:		N/A						

		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	N/A						
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	N/A						
		A18. <i>Number of students entertained for consultation purposes</i>	Entertains students consulting on subject taught, thesis and grades	10	20	4.5	5	5	4.83	Online through e-mail and Messenger
	PI 9: Number of student organizations advised/ assisted *	A19. <i>Number of Student organizations advised</i>	Advises student organizations recognized by USSO	1	1	5	4	5	4.67	Math Majors Society
		A20. <i>Number of Student organizations assisted on student related activities</i>	Assists student organizations in implementing student related activities	1	1	5	4	5	4.67	Math Majors Society
	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							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	2	2	5	5	5	5.00	IMs for Math 124 and Math 121s classes
		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	4	6	5	5	5	5.00	IMs for Math 124 and Math 121s classes
		<i>Assessment tools</i>	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	4	3	5	5	5	5.00	Quizzes, problem sets, exams for Math 124 and Math 121s
		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							

		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using Moddle	2	2	5	5	5	5.00	VCs for Math 124 and Math 121s
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		Number of program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Number of 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							
		Number of OBE course syllabus prepared and approved for use		2	2	5	5	5	5.00	Math 124 and Math 121s
		Number of TOS prepared and submitted within prescribed period		2	2	5	5	5	5.00	Final exams in Math 124 and Math 121s
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							
		<i>In refereed int'l journals</i>		1	0					To be accomplished during the July to Dec period
		<i>In refereed nat'l/regional journals</i>								
	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 scientific fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	2	5	5	5	5.00	(1) An SIR Model of the Effects of Vaccination on the Transmission of Dengue in Leyte (2) On the Type 2 Degenerate Poly-Tangent Polynomials
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by								
		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	Implements 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						
	<i>Research Mentoring</i>	<i>Research Mentor</i>							
	<i>Peer reviewers/Panelists</i>	<i>Peer reviewers/Panelists</i>							
	<i>Resource Persons</i>	<i>Resource Persons</i>				5	4.5	5	4.83
	<i>Convenor/Organizer</i>	<i>Convenor/Organizer</i>							Introduction to LaTeX and LyX Virtual Workshop
	<i>Consultancy</i>	<i>Consultant</i>							
	<i>Evaluator</i>	<i>Evaluator</i>							

	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 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	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	100% compliant	5	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint	Zero % complaint	5	5	5	5.00	

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 performing 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							
	No. of meetings presided/attended	Attends/presides departmental meetings.	6	15	5	5	5	5.00	Department, CAS, etc.
	No. of request letters and other documents prepared			20	5	5	5	5.00	Request letters, certifications, recommendation letters, and the like
	No. course syllabus reviewed			8	5	5	5	5.00	2nd Semester, AY 2021-2022
	No. of virtual classrooms evaluated			22	5	5	5	5.00	2nd Semester, AY 2021-2022
	No. of virtual classrooms monitored			22	5	5	5	5.00	2nd Semester, AY 2021-2022
	No. of IPCRs evaluated and rated			12	5	5	5	5.00	January-June 2022 period
Total Over-all Rating								128.17	
Average Rating								4.93	
Adjectival Rating								O	

Comments/Recommendations:

Keep up the good work in certain areas, such as instruction and support services. However, engage also in RDE activities.

Evaluated & Rated by:

mtplncto
MA. THERESA P. LORETO

Immediate Supervisor

Date: *7/20/2022*

Recommending Approval

mtplncto
MA. THERESA P. LORETO

Dean, CAS

Date: *7/20/2022*

Approved by:

BEATRIZ S. BELONIAS
BEATRIZ S. BELONIAS

Vice President for Instruction

Date: *7/21/22*



Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Eusebio R. Lina, Jr.
Performance Rating: Outstanding

Aim:

1. Improve the RDE involvement of the faculty
2. Gain competence and qualification to assume higher responsibilities

Proposed Interventions to Improve Performance:

Date: March 2022 Target Date: One year from the date of intervention

First Step:

1. Advise him to draft a research proposal and submit it to OVPREI for approval
2. Endorse his post-doctoral application

Result:

1. Approved research proposals with funding.
2. Accepted in the post-doctoral program by 2023.

Date: July 2022 Target Date: One year from date of intervention

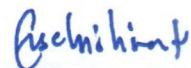
Next Step: Advise him to write research manuscripts for submission to reputable journals.

Outcome: Published research articles

Prepared by:


MA. THERESA P. LORETO
CAS Dean

Conforme:


EUSEBIO R. LINA, JR.
Ratee