

**SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
July-Dec 2021**


Name of Faculty Member: **ROTSSEN B. LABISOIRES**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
6. Instruction			
c. Head/Dean (50%)		4.66x50%= 2.33	
d. Students (50%)		4.50x50% = 2.25	
Total for Instruction	90%	4.58	4.13
7. Research			
e. Client/Dir. for Research (50%)			
f. Dept. Head/Center Director (50%)			
Total for Research			
8. Extension			
e. Client/Dir. for Extension (50%)			
f. Dept Head/Center Director (50%)			
Total for Extension	5%	5.00	0.25
9. Administration	5%	5.00	0.25
10. Production			
TOTAL			4.63

EQUIVALENT NUMERICAL RATING: 4.63
 Add: Additional Points, if any: 0.00
 TOTAL NUMERICAL RATING: 4.63

ADJECTIVAL RATING: **Outstanding**


Prepared by:


ROTSSEN B. LABISOIRES
 Name of Faculty


Reviewed by:


DANIEL C. LOR
 Department Head

Recommending Approval:


JANNET C. BENCURE
 Dean, CET

Approved:


BEATRIZ S. BELONIAS
 Vice President, Academic Affairs



VISAYAS
STATE UNIVERSITY



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Exhibit B

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **ROTSSEN B. LABISORES**, 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 July-December 2021.

Approved:

ROTSSEN B. LABISORES

Faculty

Date: 20 JAN 2022

DANIEL C. LOR

Head, DMet

Date: 01/24/2022

JANNET C. BENCURE

Dean, CET

Date: 01/24/2022

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)
Number (1) in. FTE (2)

RDE Commitments***

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

TOTAL:

2.0 1 1

Rating Equivalents:
5 - Outstanding
4 - Very Satisfactory
3 - Satisfactory
2 - Fair
1 - Poor

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 Responsible	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	

MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	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)										
		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	5	5.00	BS in Meteorology degree program	2.5%

[illegible]

[illegible]

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	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%	75%	5.0	5.0	4.0	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 for ISO 9001:2015*	Dept. Head & Faculty	100%	100%	1	4.0	5.0	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	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%							
	PI 3: Additional Outputs	Dept. Head & all faculty & staff									
	Attendance to meetings	Dept. Head & all faculty & staff	12	100%	12	5.0	5.0	5.0	5.00	Monthly department meeting, every first Tuesday of the Month; Special meetings: Enrollment; Curriculum; Instructional; Meteorology Building	
	Enrolment Focal Person, DMet	Faculty		100%		5.0	5.0	5.0	5.00		

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	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%
						57.0	56.0	55.0	56.0		
Total Over-all Rating						56.000					
Average Rating				91.15%		4.667					
Adjectival Rating						Outstanding					

Comments & Recommendation for Development Purpose:

Set priorities to Finish MS Degree within this year.

Evaluated & Rated by:

DANIEL C. LOR

Head, DMet

Date: 01/24/2022

Recommending Approval:

JANNET C. BENCURE

Dean, CET

Date: 01/24/2022

Approved:

BEATRIZ S. BELONIAS

Vice Pres. for Academic Affairs

Date: _____

PERFORMANCE MONITORING FORM
July – December, 2021

Name of Employee: **Rotsen B. Labisoires**

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: <table><tr><td>EC 131</td><td>LEC</td></tr><tr><td>Mete 143</td><td>LEC</td></tr><tr><td>ESci 114</td><td>LEC</td></tr><tr><td>ESci 114</td><td>LEC</td></tr><tr><td>ESci 114</td><td>LEC</td></tr><tr><td>ESci 114</td><td>LEC</td></tr></table>	EC 131	LEC	Mete 143	LEC	ESci 114	LEC	ESci 114	LEC	ESci 114	LEC	ESci 114	LEC	Meets class regularly (on line); Checked students' outputs & submits grades to the Registrar's Office	August 2021	August – December 2021	August – December 2021	Impressive	Very Satisfactory	Organized in conducting online classes; flexible in requiring students with outputs like assessments and quizzes. Submit grades on time
EC 131	LEC																			
Mete 143	LEC																			
ESci 114	LEC																			
ESci 114	LEC																			
ESci 114	LEC																			
ESci 114	LEC																			
2	Student advising	Advised students especially academic advisees & also other students needing his advice	July 2021	July – December 2021	July – December 2021	Impressive	Very Satisfactory	Pro-active in addressing students' concerns.												
3	Attends department organized meeting.	Attendance during scheduled meeting	July - December 2021	As scheduled	Every first Tuesday of the moth for regular department meeting & as scheduled for emergency meeting	Impressive	Very Satisfactory	Meeting is blended (virtual / face-to-face) observing health protocols as advised by USHER, VSU.												
4	Develops Instructional Materials of the subjects to teach in the semester for flexible learning	Instructional materials available to students	July – August 2021	August – December 2021	August – December 2021	Impressive	Satisfactory	Resourceful in finding excellent references.												
5	Participates in activities like webinar; google meetings & other virtual meeting called by the department, college and university.	Attendance to the virtual activities	July - December 2021	As scheduled	As scheduled	Very Impressive	Outstanding	None												

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
6	Coordinates with the university engineer on the Building Plan for the Department of Meteorology for construction	Approved Building Plan of the Department of Meteorology is already submitted to the Planning Office for implementation of the university	July - December 2021	September 2021	September 2021	Needs improvement	Satisfactory	Always follow up the status of the document for the implementation of the construction of the building.

* 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
July – December, 2021

Name of Employee: Rotsen B. Labisores
Performance Rating:

Aim: Improve Teaching Skills

Improve performance as committee chair on Building and Maintenance

Proposed Interventions to Improve Performance:

Date: October 2021

Target Date: October 2021

First Step:

-
- Virtual Class Observation
 - Discussion of the result of his TPES of the previous semester
-

Result:

-
- The faculty even noticed his improvement in his teaching skills.
 - He takes time to do follow-ups from the General Services Office especially the university engineer who is responsible in preparing for the building design of the Department of Meteorology.
-

Date: _____ Target Date: _____

Next Step:

Outcome:

- The faculty is now more conscious how he can further improve his teaching skills
- He reminds himself to follow up the university engineer for the DMet building plan and other requirements so that it will be accommodated/scheduled for construction.


Final Step/Recommendation:

None

Prepared by:


DANIEL C. LOR
Head, Department of Meteorology

Conforme:


ROTSEN B. LABISORES
Faculty