



Exhibit K

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

Name of Faculty Member: Oliver D. Semblante

Program Involvement	(1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction				
a. Head/Dean (50%)			2.38	
b. Student (50%)			2.13	
Total for Instruction		85%	4.50	3.83
2. Research				
a. Client/Dir. For Research (50%)			2.50	
b. Dept. Head/Center Director (50%)			0.00	
Total for Research		5%	2.50	0.13
3. Extension				
a. Client/Dir. For Extension (50%)			2.50	
b. Dept. Head/Center Director (50%)			0.00	
Total for Extension		5%	2.50	0.13
4. Administration				0.00
5. Production		5%	5.00	0.25
TOTAL				4.33

EQUIVALENT NUMERICAL RATING: 4.33

Add: Additional points, if any:

TOTAL NUMERICAL RATING: **4.33**

ADJECTIVAL RATING: Very Satisfactory

Prepared by:

OLIVER D. SEMBLANTE

Name of Faculty

Reviewed by:

REV RHIZZA L. AURE

Head, DPhys

Recommending Approval:

MA. THERESA P. LORETO

Dean, CAS

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs



VISAYAS
STATE UNIVERSITY



DEPARTMENT OF PHYSICS

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Oliver D. Semblante, a faculty member of the DEPARTMENT OF PHYSICS commit to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period January- June 2023.

OLIVER D. SEMBLANTE

Asst. Professor III

Date:

Approved:

REV RHIZZA L. AURE
Department Head
Date: 7/14/23

MA. THERESA P. LORETO

College Dean

Date: JUL 25 2023

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								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						

		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A						
	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	N/A						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A						
		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	N/A						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	N/A						
	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	N/A						
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 5: Total FTE, coordinated, implemented and monitored *	PI 1. Number of FTE								
		PI 2. Number of instructional materials								
		New Course Outline	Prepares new course outline	0	2	5	5	5	5.00	Phys 31, Aphy 101
		New syllabi OBE	Prepares new syllabi	0	5	5	5	4	4.67	Aphy 101,Aphy 150, Aphy 104, Aphy 103, Aphy 102
		Revised syllabi	Revised syllabi	1	1	5	5	5	5.00	Phys 31

		<i>New lab. manual</i>	Revises one (1) lecture manual	0						
		<i>Revised Lab. Manual</i>	Revises one (1) laboratory manual	0						
		<i>New course outline</i>	Prepares and compiles two (2) course outline	0						
		<i>Revised course outline</i>	Prepares and compiles one (1) course outline	0						
		<i>New Lecture manual</i>	Prepares new manual	0						
		<i>New Powerpoint lecture presentation (per</i>	Prepares powerpoint	8	3	5	5	5	5.00	Aphy 101;Phys31;ScTS11
		PI 3. Additional outputs								
		<i>Numbers of hours checking papers per week</i>	Checks papers	2	3	5	5	4	4.67	Aphy 101;Phys31;ScTS11
		<i>Numbers of hours class preparation per week</i>	Prepares class preparation	5	6	5	5	5	5.00	Aphy 101;Phys31;ScTS11
		<i>Numbers of seminar/attended</i>		2	3	5	5	5	5.00	(1) Applications of GEMS and Remote Sensing Data for Air Pollution Monitoring (2) Workshop on the Utilization and Applications of GEMS for air quality monitoring in the Philippines (3) RAISE-Agribusiness Master Class (part of project)
		A9. Actual Faculty's FTE	Handles and teaches Aphy 101 (1 lec) (1lab);Phys31 (1lec); ScTS11 (3lec) 2nd Sem. AY 2022-2023	20	12.6	5	5	5	5.00	2nd Sem. AY 2022-2023 Aphy 101 (1 lec) (1lab);Phys31 (1lec); ScTS11 (3lec)
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5	3	5	5	5	5.00	1ST sem AY 22-23 ScTS11 (N469, N379); Phys32 (N328)
		A11. 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	4	2	5	4	4	4.33	ScTS11
		A12. Number of trainings attended related to instruction	Attend mandated trainings	0	1	5	5	5	5.00	Learn and Re-learn: VSU TOS and Test Item Analysis
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	8	8	5	5	5	5.00	Aphy 101;Phys31;ScTS11

		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	6	14	5	5	5	5.00	Aphy 101;Phys31;ScTS11
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	6	5	5	5	4.8	4.93	Aphy 101;Phys31;ScTS11
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic advisor to students	0						
		A17. Number of students advised on thesis/field practice/special problem:		0	3	5	5	5	5.00	BS Metrology
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	N/A						
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	N/A						
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	10	15	5	5	5	5.00	
	PI 9: Number of student organizations advised/assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USSO	N/A	1	5	5	5	5.00	VSU- Applied Physics Society
		A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	N/A						
	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	0						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	0						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	12	15	5	5	5	5.00	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10						

		A 23 : 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	0						
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	4	3	5	5	5	5.00	ScTS11;Phys31;APhy101
	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	2	1	5	4.9	5	4.97	BSAP COPC
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU	0						
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	0						
			Evaluation for SHS immersion portfolio	0						
			Syllabus for BS Applied Physics program	0						
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	1	1	5	5	5	5.00	RAISE Project
	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	0						
	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>		0						

		<i>In refereed nat'l/regional journals</i>		1							
	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>		0							
		<i>In nat'l/regional fora/conferences</i>		0							
	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	0							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		0							
		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	0							
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0							
		A 35. No. of research proposals submitted		0	1	5	5	5	5.00	"Benthic feature mapping using recreational side scan sonar"	
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	0							
	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	0							

	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	0						
	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		0						
	Peer reviewers/Panelists	Peer reviewers/Panelists		0	1	5	5	5	5.00	BSMet Research Proposal Presentation & Defense (Thesis Panel)
	Resource Persons	Resource Persons		0	1	5	5	5	5.00	Regional IP-Master Class (Re-Echo training)
	Convenor/Organizer	Convenor/Organizer		0						
	Consultancy	Consultant		0						
	Evaluator	Evaluator		0						
	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	0						
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *		0						
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0						
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							
	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%	5	4.9	5	4.97		
	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							
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	0							
	A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0							
	Attend meetings	Attend departmental and other meetings	10	9	5	4.9	4.9	4.93	Department Monthly meeting; Emergency and RAISE Project	
<div> <div>Comments and Recommendation</div> <div>Continue Pursuits in supporting students in their academic proposals. Make research and extension</div> </div>				Total Over-all Rating	125	125	124	124.57		
				Average Rating	4.8	4.8	4.75	4.77		
				Adjectival Rating	Outstanding					

Evaluated & Rated by:

REV RHIZZA L. AURE

Department Head

Date: 7/14/23

Recommending Approval

MA. THERESA P. LORETO

Dean, College of Arts and Sciences

Date: JUL 25 2023

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

PERFORMANCE MONITORING & COACHING JOURNAL

✓	1st	Q U A R T E R
✓	2 nd	
	3 rd	
	4th	

Name of Office: Department of Physics

Head of Office: Dr. Rev Rhizza L. Aure

Name of Faculty: Asst. Prof. Oliver D. Semblante

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Reminded the faculty members during meetings on the submission of OBE Syllabus, TOS, grades and other documents		Notice of meeting, Minutes of meetings (January 18, 2023; February 6, 2023; June 15, 2023)	Faculty members have submitted the documents
Coaching		<ul style="list-style-type: none">Encouraged the faculty to make research and extension proposalsRecommended the faculty to attend seminars/conferences		Notice of meeting, Minutes of meetings	TPES result Very Satisfactory

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:


REV RHIZZA L. AURE
Immediate Supervisor

Noted by:


MA. THERESA P. LORETO
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Oliver D. Semblante

Performance Rating: Very Satisfactory

Aim:

1. Submit research and extension proposals.
2. Encourage him to attend seminars, trainings, and conferences.
3. Encourage him to pursue Ph.D. in Physics.

Proposed Interventions to Improve Performance:

Date: _____ Target Date: Within the year

First Step:

1. Inform him to submit research and extension proposals.
2. Inform him to attend seminars, training, and conferences.
3. Advise him to pursue Ph.D. in Physics.

Result:

Date: _____ Target Date: _____

Next Step:

Outcome:

1. Submitted research and extension proposal/s to different funding agencies
2. Attend seminars, trainings, and conferences.
3. Pursuing his Ph.D. in Physics.

Prepared by:


REV RHIZZA L. AURE
DPhys Head

Conforme:


OLIVER D. SEMBLANTE

Ratee