



**Exhibit K**

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

Name of Faculty Member: **Engr. Ronard G. Paña**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	20%	4.83	0.97
b. Students (50%)	20%	4.71	0.94
Total for Instruction	40%		1.91
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	0		0
3. Extension			
a. Client/Dir. for Extension (50%)	0		0
b. Dept Head/Center Director (50%)	10%	4.67	0.47
Total for Extension	10%		0.47
4. Administration	50%	4.67	2.34
5. Production	0	0	0
TOTAL	100%		4.72


EQUIVALENT NUMERICAL RATING: 4.72  
Add: Additional Points, if any: 0.00  
TOTAL NUMERICAL RATING: 4.72

ADJECTIVAL RATING: Outstanding


Prepared by:

  
**RONARD G. PAÑA**  
Name of Faculty

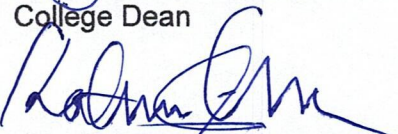
Reviewed by:

  
**VIC ANGELO L. IMPAS**  
Department Head

Recommending Approval:

  
**JANNET C. BENCURE**  
College Dean

Approved:

  
**ROTACIO S. GRAVOSO**  
Vice President, Academic Affairs





**VISAYAS**  
STATE UNIVERSITY

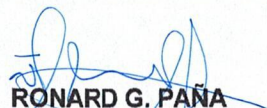


DEPARTMENT OF  
**MECHANICAL  
ENGINEERING**


"Exhibit B"


**INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)**

I, ENGR. RONARD G. PAÑA, a faculty member of the DEPARTMENT OF MECHANICAL ENGINEERING commit to the deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period JANUARY 1 - JUNE 30, 2024.

  
**RONARD G. PAÑA**  
Assistant Professor I  
Date: July 8, 2024

Approved:

  
**VIC ANGELO L. IMPAS**  
Department Head  
Date: July 9, 2024

  
**JANNET C. BENCURE**  
College Dean  
Date: July 11, 2024

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	Efficiency	Timeliness	Average	
UMFO 1. ADVANCED EDUCATION SERVICES										
UMFO 2. HIGHER EDUCATION SERVICES										
OVPI UMFO 3. Higher Education Management Services										
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams	A1. Percentage of first time takers that passed the licensure exams	Handles and teaches courses assigned	60%	92%	5	5	5	5.00	Feb 2024 - 23/25
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	A3. Provide support to RQAT compliance for BSME Program	Follow the CMO for BSME program	100%						on-going compliance
	PI 4. Percentage of undergraduate programs with accreditations	A4. Percentage of undergraduate programs with accreditations	Prepare AACUP Level II documents	100%	49%	5	4	4	4.33	Area III, Area V, Area VI In-charge
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	29	8.4	4	5	4	4.33	2nd Sem AY 2023-2024



		<b>A10.</b> Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	5						
		<b>A 11.</b> 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	5	12	5	5	4	4.67	MEng 154 - 9 ESci 128n - 3
		<b>A12.</b> Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	UP NEC PCCM
		<b>A13.</b> Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	4	5	5	5	5.00	MEng 154 - 2 MEng 158 - 2
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	5	18	5	5	4	4.67	MEng 154 - 12 MEng 158 - 6
		<b>A15.</b> Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required		41	5	5	5	5.00	MEng 154 - 2 MEng 158 - 39
	<b>PI 8:</b> Number of	<b>A16.</b> Number of students advised:	Acts as academic adviser to students	5	49	5	5	5	5.00	irregular BSME
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	2	3	5	5	5	5.00	Gonzales, Pepito, Roxas
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	2	5	5	4	4.67	Cabarubias, Corpin, et.al.
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	18	30	5	5	5	5.00	BSME students
	<b>PI 9:</b> Number of student	<b>A19.</b> Number of Student organizations	Advises student organizations							
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
	<b>PI 10:</b> Number of	<b>A 21 :</b> Number of on-line course ware	Prepares and submits for review by the							
		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.	16	22	5	5	5	5.00	MEng 154 - 14 MEng 158 - 8
		<b>A 23 :</b> Number of on-line course ware	Submits the course ware duly reviewed							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of Additional outputs								



		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	1	2	5	5	5	5.00	C & U Group, Komatsu
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
<b>UMFO 3 . RESEARCH SERVICES</b>										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</b> 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							
	<b>PI 2.</b> Number of research outputs completed within the	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research oroject within the year							
	<b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	<b>A 29.</b> 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						
		<i>In refereed nat'l/regional journals</i>								
	<b>PI 4.</b> Number of research outputs presented in regional/national/ int'l	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scienfic for a/conferences							
		<i>In int'l fora/conferences</i>		1						
		<i>In nat'l/regional fora/conferences</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards								
		<b>A 33.</b> 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							








	<b>PI 8.</b> 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*	<b>A 44.</b> 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	80%	100%	5	5	4	4.67	complied, no NC
		<b>A 45.</b> Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as prescribed in the accreditation tools	80%	100%	5	5	4	4.67	complied
		On program accreditations								
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>										
	<b>PI 2.</b> Zero percent	<b>A 46.</b> Customerly friendly frontline	Provides customer friendly frontline	100%	100%	5	5	4	4.67	no complaint
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> Number of /new initiatives	Initiates/introduces improvements in							
		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
	<b>Total Over-all Rating</b>								<b>91.00</b>	

<b>Average Rating</b> (Total Over-all rating divided by 4)	<b>4.79</b>
<b>Additional Points:</b>	
<b>Approved additional points</b> (with copy of approval)	
<b>FINAL RATING</b>	<b>4.79</b>
<b>ADJECTIVAL RATING</b>	<b>Outstanding</b>


**Comments & Recommendations for Development Purpose:**

- Attend conferences as research presenter
- Pursue PhD/DEng

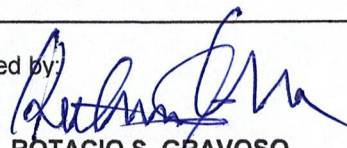
Evaluated & Rated by:

  
**VIC ANGELO L. IMPAS**  
 Department Head  
 Date: July 9, 2024

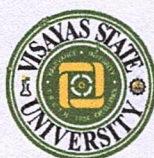
Recommending Approval

  
**JANNET C. BENCURE**  
 College Dean, CET  
 Date: July 11, 2024

Approved by:

  
**ROTACIO S. GRAVOSO**  
 Vice President for Academic Affairs  
 Date: July 30, 2024





"Exhibit G"

### PERFORMANCE MONITORING & COACHING JOURNAL

x	1 <sup>st</sup>	Q U A R T E R
x	2 <sup>nd</sup>	
	3 <sup>rd</sup>	
	4 <sup>th</sup>	

Name of Office: Department of Mechanical Engineering

Head of Office: Engr. Vic Angelo L. Impas

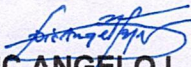
Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others	
	One-on-One	Group			
I. Monitoring					
Submission of printed copy of grade sheets for 1 <sup>st</sup> semester AY 2023-2024	None	Agenda for DME Regular Meeting dated January 11, 2024	None	None	All faculty in-charge were able to submit grade sheets for the 1 <sup>st</sup> Sem of AY 2023-2024
Preparation for the AACCUP Level II Accreditation	None	Agenda for DME Regular Meeting dated January 11, 2024	None	None	Area in-charge gives updates on their preparation of documents
Submission of syllabus in all courses	None	Agenda for DME Regular Meeting dated January 11, 2024	None	None	All faculty were able to submit syllabus on the courses assigned to them
Assigning of teaching load for 2 <sup>nd</sup> Sem AY 2023-2024	None	Agenda for DME Regular Meeting dated January 11, 2024	None	None	All faculty were assigned with teaching load for preparation of syllabus
Preparation for the Hard hatting Ceremony	None	Agenda for DME Regular Meeting dated May 6, 2024	None	None	All faculty were assigned with specific area task for the preparation of the event.
Conduct of TPES per faculty per courses	None	Agenda for DME Regular meeting dated May 2024	None	None	All faculty were able to conduct TPES
Conduct of CQI every end of semester	None	Agenda for DME Regular Meeting dated May 8, 2023	None	None	All faculty were required to conduct CQI
Coaching					
Attendance to training, conference and seminars					All faculty and staff were recommended to attend training for development




Completion of MS degree					Faculty are encouraged to finish their degree as soon as possible
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*Note: Please indicate the date in the appropriate box when the monitoring was conducted.*

Conducted by:

  
**VIC ANGELO L. IMPAS**  
 Immediate Supervisor

Noted by:

  
**JANNET C. BENCURE**  
 Next Higher Supervisor





### TRACKING TOOL FOR MONITORING TARGETS

Major Final Output/ Performance Indicator	TASK	ASSIGNED TO	DURA- TION	TASK STATUS			REMARKS
				Jan - Apr 2024	May - Aug 2024	Sept - Dec 2024	
MFO 2. Higher Education Services							
PI 1: Total FTE Monitored	Monitor FTE for 2 <sup>nd</sup> sem 2023-2024 and 1 <sup>st</sup> sem 2024-2025	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		60% completed
PI 3: Average percentage passing in licensure exam	Monitor students taking licensure exam	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			Accomplished beyond target (92%)
PI 4: Number of graduates in mandated programs graduated within the prescribed period	Monitor graduating BSME students	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		No official list of graduates yet
PI 7: Number of academe/industry linkages established	Establish linkages to the industry	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		15 companies
PI 8: Number of students advised	Advise on thesis/field practice/special problem and on consultation	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Accomplished beyond target
PI 9: Number of student organizations advised/ assisted	Advise/assist PSME VSU SU student organization	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Accomplished beyond target
PI 10: Number of instructional materials developed/revised	Prepare online courseware, materials and tools	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Accomplished beyond target
PI 12: Percentage of first-time licensure exam takers that pass the licensure exams	Monitor the performance of students taking the exam	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			Accomplished beyond target (92%)
PI 13: Percentage of graduates (2 years prior) that are employed	Conduct BSME graduate tracer study	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Only 10 out of 22 responses yet
PI 14: Percentage of undergraduate students enrolled in CHED-identified and RDC-identified priority programs	Comply with CHED-RQAT requirements for the BSME program	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		For on-site visit
PI 15: Percentage of undergraduate programs with accreditation	Accredited with AACCUP Level I	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Subjected to AACCUP Level II
PI 20: Number of	Submit application	Dept. Head	Jan.-		On-		Waiting for



programs applying for COPC	for COCP	& Faculty	Dec. 2024		going		on-site visit by CHED
PI 21: Percentage of faculty rated at least VS by supervisor	Conduct class observation	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			All faculty were rated with at least VS
PI 22: Percentage of courses offered with approved course syllabi	Prepare syllabus for all courses offered	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			All courses has an approved syllabus
PI 24: Percentage of courses offered with final grades submitted within the allowable period	Submit grades on or before the deadline	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			All faculty were able to submit grades on time
PI 25: Percentage of IFWs submitted to OVPA on time	Submit IFW to OVPA on time	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			All faculty were able to submit IFW
PI 29: Number of OJT MOUs prepared	Prepare and submit MOA for OJT	Dept. Head & Faculty	Jan.-Dec. 2024	On-going			DIPC facilitated signing of MOA
PI 30: Number of student interns deployed and monitored	Monitor students for OJT	Dept. Head & Faculty	Jan.-Dec. 2024	On-going			Continual monitoring
<b>MFO 3. Research Services</b>							
PI 1: Number of published papers in internationally indexed journals	Publish papers in internationally indexed journals	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
PI 2: Number of research outputs presented in regional/ national/ int'l fora/ conferences	Present research outputs in national and international fora/conference	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
PI 4: Number of research proposals submitted/endorsed for funding	Submit research proposal with funding	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
<b>MFO 4. Extension Services</b>							
PI 2: Number of training conducted	Conduct extension activities	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
PI 4: Number of beneficiaries	At least one (1) group with 25 individuals	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
PI 5: Number of technical/expert services	Act as research mentor, resource person	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
PI 7: Number of extension proposal submitted	Submit extension proposal	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be accomplished
<b>MFO 5. Support to Operations</b>							
PI 1: Number of faculty pursuing advanced research degree programs facilitated, monitored and assisted	Faculty are pursuing graduate studies	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		On-going monitoring of Engr. Castil, Engr. Merafuentes and Engr. Durotan
PI 2: Number of faculty granted with external scholarships	Faculty was approved for external	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Engr. Castil and Engr. Merafuentes



	scholarship						has external scholarships
<b>PI 3:</b> Number of faculty granted with internal fellowship grants	Faculty availed for university grant	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Engr. Durotan availed fellowship grant
<b>PI 5:</b> Number of faculty sent for training, seminars, conferences	Recommend faculty to attend training	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		9 faculty were recommended and approved for training
<b>PI 8:</b> Number of faculty recruited/hired based on needed competencies and aligned with ISO standards	Hire two (2) new faculty	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Has requested for posting of faculty
<b>PI 5:</b> Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated	Faculty are rated with VS/O	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		All faculty were rated at least VS
<b>PI 6:</b> Number of in-house seminars/training/workshops/reviews conducted/attended	Conduct/ attend in-house training	Dept. Head & Faculty	Jan.-Dec. 2024		Completed		Attended CQI workshop by CET
<b>PI 1:</b> Number of degree programs which passed accreditation/evaluation at least level 1	AACCUP Level I accredited	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			BSME is AACCUP Level I accredited
<b>PI 4:</b> Number of activities organized/attended/assisted/participated/facilitated	Attend activities in relation to program accreditation	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			Attended the AACCUP program accreditation workshop
<b>PI 5:</b> 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	Comply 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	Jan.-Dec. 2024		On-going		No NC and OFI pending
<b>MFO 6. General Admin &amp; Support Services</b>							
<b>PI 1.</b> Zero percent complaint from clients served	Zero percent complaint from clients served	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		No complaint received
<b>PI 2:</b> Submission of College/ Department PPMP for the following year within deadline as prescribed by BAC*	Submit PPMP	Dept. Head & Faculty	Jan.-Dec. 2024	Completed			Submitted under general fund
<b>PI 3.</b> Number of coaching sessions	Conduct coaching among faculty and	Dept. Head & Faculty	Jan.-Dec.		On-going		



among faculty & staff	staff		2024				
<b>PI 4:</b> Number of planning sessions, tracking and monitoring of targets	Conduct planning sessions	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Conducted planning and monitoring during meetings
<b>PI 5:</b> Number of monthly/special faculty & staff meetings conducted	Conduct department monthly/ special meeting	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Conducted 5 regular meetings
<b>PI 8:</b> Number of departments/ institutes/ offices supervised	Supervise the DME office	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		DME is supervised by designated head
<b>PI 9:</b> Number of routinary documents acted	Provide assistance in processing of documents	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		833 documents acted (417% accomplished versus target)
<b>PI 10:</b> Number of committee meetings conducted	Conduct committee meetings	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		To be arranged by committees
<b>PI 12:</b> Number of memoranda prepared	Prepare memoranda	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Prepared by department head as needed
<b>PI 13:</b> Percentage of faculty and staff submitted a DTR every month	Submit DTR every month	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		8 out of 9 faculty and staff complied
<b>PI 15:</b> Percentage of action plans implemented and monitored as scheduled	Implement and monitor action plans	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Continual monitoring of targets
<b>PI 16:</b> Percentage of monthly accomplishment report submitted on time	Submit accomplishment report	Dept. Head & Faculty	Jan.-Dec. 2024		On-going		Department head submits monthly accomplishment (100%)

Prepared by:

  
**VIC ANGELO L. IMPAS**  
 Department Head





**VISAYAS**  
STATE UNIVERSITY



**DEPARTMENT OF MECHANICAL  
ENGINEERING**

Visca, Baybay City, Leyte, PHILIPPINES  
Telefax: (053) 565-0600 local 1029  
Email: dme@vsu.edu.ph  
Website: www.vsu.edu.ph

Exhibit I

**PERFORMANCE MONITORING FORM**

Name of Employee: **Engr. Ronard G. Paña**

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	Handles and teaches courses assigned	29	Jan. 2024	Dec. 2024	Dec. 2024	Very impressive	Outstanding	2 <sup>nd</sup> Sem AY 2023-2024: 8.4
2	Prepares AACCUP Level II documents	100%	Jan. 2024	Dec. 2024	Dec. 2024	Very impressive	Outstanding	currently preparing for accreditation on July 2024
3	Prepares gradesheet and submits on or before deadline	5	Jan. 2024	Dec. 2024	Dec. 2024	Very impressive	Outstanding	Not yet accomplished
4	Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period	5	Jan. 2024	Dec. 2024	June 2024	Very impressive	Outstanding	2 <sup>nd</sup> Sem AY 2023-2024: 12
5	Attend mandated training	1	Jan. 2024	Dec. 2024	June 2024	Very impressive	Outstanding	Attended 1 training
6	Administers and checks long examination for subjects taught	5	Jan. 2024	Dec. 2024	Dec. 2024	Very impressive	Outstanding	2 <sup>nd</sup> Sem AY 2023-2024: 4
7	Prepares and checks quizzes for lec and lab	5	Jan. 2024	Dec. 2024	June 2024	Very impressive	Outstanding	2 <sup>nd</sup> Sem AY 2023-2024: 18
8	Acts as academic adviser to students	5	Jan. 2024	Dec. 2024	June 2024	Very impressive	Outstanding	49 students
9	Advises, and corrects research outline and thesis/SP manuscript	2	Jan. 2024	Dec. 2024	June 2024	Very impressive	Outstanding	2 <sup>nd</sup> Sem AY 2023-2024: 3
10	Advises and corrects research outline and thesis/SP manuscript	1	Jan. 2024	Dec. 2024	June. 2024	Very impressive	Outstanding	2 <sup>nd</sup> Sem AY 2023-2024: 2
11	Entertains students consulting on subject taught, thesis and grades	18	Jan. 2024	Dec. 2024	June 2024	Very impressive	Outstanding	2 <sup>nd</sup> Sem AY 2023-2024: 30
12	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	16	Jan. 2024	Dec. 2024	June 2024	Very impressive	Outstanding	2 <sup>nd</sup> Sem AY 2023-2024: 22



13	Coordinates with potential firms and maintain linkages with firms willing to accept OJT students from VSU	1	Jan. 2024	Dec. 2024	June 2024	Very impressive	Outstanding	2 companies
14	Writes publishable materials out of research outputs and submits for publication	1	Jan. 2024	Dec. 2024	Dec. 2024			Not yet accomplished
15	Prepares, submits and presents research paper in scientific for a/conferences	1	Jan. 2024	Dec. 2024	Dec. 2024			Not yet accomplished
16	Submits research proposal with funding	1	Jan. 2024	Dec. 2024	Dec. 2024			Not yet accomplished
17	Conducts trainings among beneficiaries of technologies for transfer	25	Jan. 2024	Dec. 2024	Dec. 2024			Not yet accomplished
18	Implements duly approved extension projects	1	Jan. 2024	Dec. 2024	Dec. 2024			Not yet accomplished
19	Provides the technical and expert services requested by beneficiaries	2	Jan. 2024	Dec. 2024	Dec. 2024	Very impressive	Outstanding	Resource Person- 1
20	Submits extension project proposals	1	Jan. 2024	Dec. 2024	Dec. 2024			Not yet accomplished
21	Ensures that all the QMS core processes of the university are complied with in the performance of his/her functions as faculty member	80%	Jan. 2024	Dec. 2024	June 2024	Very impressive	Outstanding	No NC and OFI pending
22	Prepares required documents and complies all requirements as prescribed in the accreditation tools	80%	Jan. 2024	Dec. 2024	Dec. 2024	Very impressive	Outstanding	currently preparing for accreditation on July 2024
23	Provides customer friendly frontline services to clients	100%	Jan. 2024	Dec. 2024	June 2024	Very impressive	Outstanding	No complaint received

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

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

Prepared by:

  
**VIC ANGELO L. IMPAS**  
 Department Head





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## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Engr. Ronard G. Paña**

Performance Rating: **Outstanding**

**Aim:** Engr. Paña as an effective and efficient implementor of the new OBEdized four (4)-year degree program in Bachelor of Science in Mechanical Engineering (BSME) as provided for in the new CMO 97, s. of 2017

**Proposed Interventions to Improve Performance:**

**Note:** Engr. Ronard G. Paña will be developed into an effective implementor of the new OBEdized four (4)-year BSME Program as he leads the Department of Mechanical Engineering

**Date:** January 2024

**Target Date:** June 2024

**First Step**

- Reorientation on the Outcomes-Based Education principles, orientation of the provisions of the new Policies, Standards, and Guidelines (PSG) in the offering of the new BSME as provided for in CMO 97, s. 2017, and the implementation of the new VSU BSME Curriculum.

**Results:**

- Mastery on the provisions of CMO 97, s. 2017
- Mastery on the preparation of an OBTL Syllabus Course Content and Plan

**Date:** July 2024

**Target Date:** December 2024

**Next Step:**

- Implementation of the newly approved BSME Curriculum
- Monitor the implementation of the new BSME Curriculum

**Outcomes:**

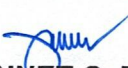
- Effective implementation of the offering of the new BSME Program
- Increased enrolment of freshman students of the new Program
- Proper management of human resource, facilities, and equipment in the offering of the new BSME degree program
- Preparation and submission of **Research and Extension** proposals in line with the new OBEdized BSME Program



**Final Steps/Recommendations:**

- Implement the new BSME Program
- Conduct regular monitoring and coaching of the faculty and staff of the department in the implementation of OBE curriculum
- Conduct regular Continuous Quality Improvement in the offering of the new BSME Program

**Prepared by:**

  
**JANNET C. BENCURE**  
Dean, CET

**Conforme:**

  
**RONARD G. PAÑA**  
Instructor I, DME





## TEACHING PERFORMANCE EVALUATION BY STUDENTS SUMMARY OF RATING

First Semester SY 2023-2024

Name of faculty: PAÑA, RONARD G.

Department: Dept. of Mechanical Engineering

College: College of Engineering and Technology

Course No. & Descriptive Title		Lab/ Lec	RATING		% Evaluation Rating
			Num.	Adjec.	
ESci 128n	TECHNOPRENEURSHIP	LEC	4.00	Very Satisfactory	80.0%
MEng 149	MACHINE DESIGN 1	LEC	5.00	Outstanding	100.0%
MEng 199a	MECHANICAL ENGINEERING PROJECT STUDY 1	LAB	5.00	Outstanding	100.0%
MEng 154	MACHINE DESIGN 2	LEC	5.00	Outstanding	100.0%
MEng 154	MACHINE DESIGN 2	LAB	5.00	Outstanding	100.0%
MEng 158	MECHANICAL ENGINEERING LAWS, ETHICS, CONTRACTS, CODES AND STANDARDS	LEC	5.00	Outstanding	100.0%
MEng 199b	MECHANICAL ENGINEERING PROJECT STUDY 2	LAB	4.00	Very Satisfactory	80.0%
Average Rating			4.71	Outstanding	94.29%

Source: Results of Teaching Performance Evaluation by Students filed at ODIE

Legend:

1.00 – 1.49 Poor (P)

1.50 – 2.49 Fair (F)

2.50 – 3.49 Satisfactory (S)

3.50 – 4.49 Very Satisfactory (VS)

4.50 – 5.00 Outstanding (O)

Prepared by:

VANESSA W. NAZAL

TPES in-Charge

Date: April 08, 2024

Attested by:

MA. RACHEL KIM L. AURE

Director, Instruction and Evaluation

Date: April 08, 2024

Received by:

PAÑA, RONARD G.

Name and Signature of Faculty

Date:

Distribution of copies: ODIE, College, Department, Faculty