DEPARTMENT OF PHYSICS
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VISAYAS STATE UNIVERSITY

Exhibit K

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: Rev Rhizza L. Aure

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.50	
b. Student (50%)		2.00	
Total for Instruction	75%	4.50	3.37
2. Research			
a. Client/Dir. For Research (50%)		0.00	
b. Dept. Head/Center Director (50%)		2.48	
Total for Research	5%	2.48	0.12
3. Extension			
a. Client/Dir. For Extension (50%)		0.00	
b. Dept. Head/Center Director (50%)		0.00	
Total for Extension		0.00	0.00
4. Support to Operation	10%	5.00	0.50
5. Administration	10%	5.00	0.50
TOTAL			**4.50**

EQUIVALENT NUMERICAL RATING: 4.50
Add: Additional points, if any:
TOTAL NUMERICAL RATING: **4.50**

ADJECTIVAL RATING: Outstanding

Prepared by: Reviewed by:

REV RHIZZA L. AURE   **REV RHIZZA L. AURE**
Name of Faculty   Head, DPhys

Reccomending Approval:

MA. THERESA P. LORETO
Dean, CAS

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

VISAYAS STATE UNIVERSITY

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Rev Rhizza L. Aure, a faculty member of the DEPARTMENT OF PHYSICS commit to the deliver and agree to be rated on the attainment of the following ACCOMPLISHMENTS in accordance with the indicated measures for the period July- December, 2022.

Approved:

(abstain)

REV RHIZZA L. AURE	**REV RHIZZA L. AURE**	**MA. THERESA P. LORETO**
Associate Professor	Department Head	College Dean
Date: January 3, 2023	Date:	Date: 1/24/2023

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
UMFO 1. ADVANCED EDUCATION SERVICES										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	**A1**. Actual Faculty's FTE	Handled subjects/ courses	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						
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						

				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 Moddle 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 *	**A9**. Actual Faculty's FTE	Teaches PhSc 112 (1 lec); Phys 21n (2 lec);=1st **sem AY2022-2023**	15	7.5	5	5	5	5.00	1st **sem AY2022-2023** PhSc 112 4:00-5:30PM TTH-20 students(lec); Phys21n 4:00- 5:30 MF-30 students (lec)
		A 10. *Number of gradesheets submitted within prescribed period*	Prepares gradesheet and submits on or before deadline	2	2	5	5	5	5.00	1st **sem AY2022-2023** PhSc 112 4:00-5:30PM TTH-20 students(lec); Phys21n 4:00- 5:30 MF-30 students (lec)
		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	5	10	5	5	5	5.00	
		A12. *Number of trainings attended related to instruction*	Attend mandated trainings	1	2	5	5	5	5.00	
		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	18	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:	*Acts as academic adviser to students*	0						
		A17. *Number of students advised on thesis/ field practice/special problem:*								
		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	5	8	5	5	5	5.00	

PI	Activity	Description							
PI 9: Number of student organizations advised/ assisted *	**A19** . *Number of Student organizations advised*	*Advises student organizations recognized by USSO*							
	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	2	2	5	5	5	5.00	PhSc 112 (lec), Phys 21n (lec)
	On-line ready courseware	*Prepares Instructional module/laboratory guide/workbook or a combination thereof*	2	2	5	5	5	5.00	PhSc 112 (lec), Phys 21n (lec)
	Supplemental learning resources	*Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught*	2	5	5	5	5	5.00	PhSc 112 (lec), Phys 21n (lec)
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	2	4	5	5	5	5.00	PhSc 112 (lec), Phys 21n (lec)
	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	2	2	5	5	5	5.00	PhSc 112 (lec), Phys 21n (lec)
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using VSUEE	2	2	5	5	5	5.00	PhSc 112 (lec), Phys 21n (lec)
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		1	5	5	5	5.00	

		Number of OBE course syllabus prepared and approved for use	Prepares OBE Course Syllabus depending on course taught	1	2	5	5	5	5.00	Teaches PhSc 112 (1 lec); Phys21n(2 lec); = 1st **sem AY2022-2023**
		Number of TOS prepared and submitted within prescribed period	Prepares TOS depending on course taught	2	4	5	5	5	5.00	Teaches PhSc 112 (1 lec); Phys21n(2 lec); = 1st **sem AY2022-2023**
		New/ revised PowerPoint lecture presentation (per course)		1	2	5	5	5	5.00	Teaches PhSc 112 (1 lec); Phys21n(2 lec); = 1st **sem AY2022-2023**
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	5	5	5	5.00	weekly virtual meeting/online class (synchronous learning)
									4.99	
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 project 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 journals								
	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			1	5	5	5	5.00	
		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	5.00%	50.00%	5	5	4.7	4.90	
	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							
									4.95	
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 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		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						
		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 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							
	Comments /Recommendation				**Total Over-all Rating**	110	110	109		
					Average Rating	5	5	4.9	4.97	
					Adjectival Rating	OUTSTANDING				

Evaluated & Rated by:

(abstain)
REV RHIZZA L. AURE

Recommending Approval

MA. THERESA P. LORETO

Approved by:

BEATRIZ S. BELONIAS

Department Head
Date:

Dean, College of Arts and Science
Date: 1/24/2023

Vice President for Instruction
Date: 1/24/2023

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: <u>Rev Rhizza L. Aure</u>
Performance Rating: _____

Aim: Encourage him to do the following:
1. Submit research and extension proposals.
2. Attend seminars trainings, conferences; and
3. Pursue his post-doctoral degree in physics and allied fields.

Proposed Interventions to Improve Performance:

Date: _____ Target Date: <u>One year from date of intervention</u>

First Step: _____
1. Inform him to submit research and extension proposal.
2. Inform him to attend seminars, trainings, and conferences

Result:

Date: _____ Target Date: _____

Next Step:.
1. Follow-up the submission of research and extension proposals
2. Endorse his attendance to seminars, trainings, and conferences.

Outcome/s:

1. Submitted research and extension proposal/s to different funding agencies
2. Attend seminars, trainings, and conferences

Prepared by:

MA. THERESA P. LORETO
Dean, CAS

Conforme:

REV RHIZZA L. AURE
Name of Faculty