

**Exhibit K**

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

Name of Faculty Member: GERALD D. OMPOD

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
16. Instruction			
g. Head/Dean (50%)		2.34	
h. Students (50%)		2.03	
Total for Instruction	80%	4.37	3.8250
17. Research			
g. Client/Dir. for Research (0%)			
h. Dept. Head/Center Director (0%)			
Total for Research			
18. Extension			
g. Client/Dir. for Extension (0%)			
h. Dept Head/Center Director (0%)			
Total for Extension	10%	5.00	0.50
19. Administration & Support to Operations	10%	5.00	0.50
20. Production			
TOTAL			4.8250

EQUIVALENT NUMERICAL RATING: 4.8250

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.8250

ADJECTIVAL RATING: Outstanding

Prepared by:

GERALD D. OMPOD  
Name of Faculty

Reviewed by:

ELDON P. DE PADUA  
Department Head

Recommending Approval:

JANNET C. BENCURE  
Dean/Director

Approved:

BEATRIZ S. BELONIAS  
RODOLFO S. GRAVOSO  
Vice President



**VISAYAS**  
STATE UNIVERSITY



**DEPARTMENT OF AGRICULTURAL  
AND BIOSYSTEMS ENGINEERING**

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**"Exhibit B"**

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

I, GERALD D. OMPOD, a faculty member of the DEPARTMENT OF AGRICULTURAL AND BIOSYSTEMS 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 August to December 2023.

  
**GERALD D. OMPOD**  
Instructor I  
Date:

Approved:  
  
**ELDON P. DE PADUA**  
Department Head  
Date:

  
**JANNET C. BENCURE**  
Dean, CET  
Date:

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										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							

	<b>PI 8:</b> Number of graduate students advised *	<b>A2.</b> Number of students advised	Acts as academic adviser to graduate students							
		<b>A3.</b> Number of students advised on thesis/special problem/dissertation								
		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<b>A4.</b> Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	<b>PI 9:</b> Number of instructional materials developed *	<b>A5.</b> Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof							
		Supplemental learning	Prepares Power Point presentation, video, etc.							
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.							



		A 6 : Number of on-line	Submits the course ware duly reviewed by TDP							
		A 7 : Number of virtual	Creates virtual classroom using either							
	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							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned		35.85	5	5	5	5.00	
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	7	7	5	4	4	4.33	ESci 123 (4); ESci 110 (3)
		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	3	3	5	5	5	5.00	ESci 134 (2); ABEn 122n (1)
		A12 . Number of trainings attended related to instruction	Attend mandated trainings	2	2	5	5	5	5.00	Onboarding Seminars & Orientation; Syllabus and TOS
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	5	5	4	4	4.33	ESci 123 (3); ESci 110 (2)
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	25	25	5	4	4	4.33	ESci 123 (15); ESci 110 (10)

		<b>A15 . Number of lab reports and term papers checked and graded</b>	Checks lab reports and term papers submitted as required							
	<b>PI 8:</b> Number of students advised: *	<b>A16.</b> Number of students advised:	<i>Acts as academic advisor to students</i>	67	67	5	5	4	4.67	BSABE-3 students
		<b>A17 . Number of students advised on thesis/ field practice/special problem:</b>		6	6	5	4	4	4.33	OJT (6)
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript							
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript							
		<b>A18 . Number of students entertained for consultation purposes</b>	Entertains students consulting on subject taught, thesis and grades	160	160	5	4	4	4.33	Various BSABE and OJT advisees
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19 . Number of Student organizations advised</b>	<i>Advises student organizations recognized by USOO</i>							
		<b>A20 . Number of Student organizations assisted on student related activities</b>	<i>Assists student organizations in implementing student related activities</i>	1	1	5	4	5	4.67	PSABE-VSUSSC
	<b>PI 10:</b> Number of instructional	<b>A 21 :</b> Number of on-line	Prepares and							

		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	35	35	4	5	5	4.67	ESci 123 ; ESci 110
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	40	40	5	4	4	4.33	ABEn 145, ESci 118, ABEn 144, Aeng 40
		<b>A 23 :</b> Number of on-line	Submits the course							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	1	1	5	5	5	5.00	ESci 123
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> Number of								
		Program accreditation/evaluation	Prepares documents and /or program profile and other materials required during program/institutional accreditation and/or evaluation							
		Agency/firm/Industry	Coordinates with							
		<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>										




UMFO 6. General Ad

	<b>PI 2.</b> Zero per from clients s
	<b>PI 3:</b> Addition
	<b>Total Over</b>
	<b>Average R</b>
	<b>Adjectival</b>

**Comments & Re**  
Explore strategies  
Attend seminars/c  
Conduct RDE pro

Evaluated & Rate

  
**ELDON P. DE PA**  
Department Head  
Date:

	<b>PI 1.</b> Number of research	<b>A27.</b> Number of research	Conducts research							
	<b>PI 2.</b> Number of research outputs completed within the year *	<b>A 28.</b> Number of research outputs completed within the year *	Conducts and completes research project within the year							
	<b>PI 3.</b> Percentage of research	<b>A 29.</b> Percentage of	Writes publishable							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional</i>								
	<b>PI 4.</b> Number of research	<b>A 30.</b> Number of research	Prepares, submits							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional</i>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage 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/recogni-								
		<b>A 33.</b> Number of journal articles/scientific paper	Acts as peer							
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		<b>A 35.</b> Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
<b>UMFO 4. EXTENSION SERVICES</b>										

## PERFORMANCE MONITORING FORM


Name of Employee: **GERALD D. OMPOD**

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	Advanced Education - evaluating MSAE admission application	-	-	-	-	-	-	Not Teaching MS
2	Higher Education - Teaching BS courses	Conduct classes, virtual classrooms w/ learning materls. & assessments	7-1-2023	12-31-2023	12-31-2023	VI	O	ESci 110; ESci 123; ABEn 200b
3	Research services	-	-	-	-	-	-	No Research Conducted
4	Extension services	Extension Conducted	7-1-2023	12-31-2023	12-31-2023	VI	VS	Rice Machineries Operation (RMO) Training
5	Support to operations	Varied ISO & acad. documents and services	7-1-2023	12-31-2023	12-31-2023	VI	VS	Assigned ISO, acad. documents, etc. done
6	General administration & support services	Varied general documents & services	7-1-2023	12-31-2023	12-31-2023	VI	VS	Assigned gen. docs. & services done

\*Either very impressive (VI), impressive (I), needs improvement (NI), poor (P), very poor (VP)

\*\*Outstanding (O), very satisfactory (VS), satisfactory (S), unsatisfactory (US), poor (P)

Prepared by:

  
**ELDON P. DE PADUA**  
 Head, DABE





## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Gerald D. Ompod**

Performance Rating: \_\_\_\_\_

**Aim:** Engr. Gerald D. Ompod as an effective instructor, researcher, and extensionist of the Department of Agricultural and Biosystems Engineering (DABE).

### Proposed Interventions to Improve Performance:

#### Note:

Engr. Ompod will be developed into a more effective instructor, researcher, and extensionist of DABE.

**Date:** August 16, 2023

**Target Date:** November 30, 2023

#### First Step

- Re-orientation on the roles and responsibilities of a faculty not only in the area of instruction but also in the areas of research, development, extension and innovation.

#### Second Step

- Send to relevant trainings/workshops/seminars/short-term courses to improve the technical and professional proficiency of the staff.

#### Results:

- Improved technical and professional skills.
- Mastery on the delivery of instruction in BSABE curriculum.
- Mastery on making project proposals and implementing/managing approved research and extension projects.

Prepared by:

**ELDON P. DE PADUA**  
Head, DABE

Conforme:

**GERALD D. OMPOD**  
Instructor, DABE