



**Exhibit K**

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

**Name of Faculty Member:** Rev Rhizza L. Aure

| <b>Program Involvement</b>             | <b>(1)</b> | <b>Percentage Weight<br/>of Involvement</b> | <b>(2)</b> | <b>Numerical Rating<br/>(Rating x %)</b> | <b>(3)</b> | <b>Equivalent<br/>Numerical Rating<br/>(2x3)</b> |
|--|------------|---|------------|--|------------|--|
| 1. Instruction                         |            |   |            |  |            |  |
| a. Head/Dean (50%)                     |            |   |            | 2.48                                     |            |  |
| b. Student (50%)                       |            |   |            | 1.93                                     |            |  |
| Total for Instruction                  |            | 75%   |            | 4.41                                     |            | 3.30   |
| 2. Research                            |            |   |            |  |            |  |
| a. Client/Dir. For Research (50%)      |            |   |            |  |            |  |
| b. Dept. Head/Center Director<br>(50%) |            |   |            | 4.83                                     |            |  |
| Total for Research                     |            | 10%   |            | 4.83                                     |            | 0.48   |
| 3. Extension                           |            |   |            |  |            |  |
| a. Client/Dir. For Extension (50%)     |            |   |            |  |            |  |
| b. Dept. Head/Center Director<br>(50%) |            |   |            | 0.00                                     |            |  |
| Total for Extension                    |            |   |            | 0.00                                     |            | 0.00   |
| 4. Support to Operation                |            | 10%   |            | 4.83                                     |            | 0.48   |
| 5. Administration                      |            | 5%  |            | 5.00                                     |            | 0.25   |
| <b>TOTAL</b>                           |            |   |            |  |            | <b>4.52</b>                                      |

EQUIVALENT NUMERICAL RATING: 4.52

Add: Additional points, if any:

TOTAL NUMERICAL RATING: 4.52

ADJECTIVAL RATING: Outstanding

Prepared by:

REV RHIZZA L. AURE

Name of Faculty

Reviewed by:

EUSEBIO R. LINA, JR.

Head, DMP

Recommending Approval:

MA. THERESA P. LORETO

Dean, CAS

Approved:

BEATRIZ S. BELONIAS

Vice President of Academic Affairs





|  |  |   |  |    |       |     |     |     |      |   |
|--|--|---|--|----|-------|-----|-----|-----|------|---|
|  | <b>PI 5:</b> Total FTE, coordinated, implemented and monitored * | <b>A9.</b> Actual Faculty's FTE   | Teaches Phys 130 (1 lec); Phys 13 (1 lec and lab); Bphys 11 (1 lec and 1 lab)=2nd sem AY2020-2021      | 30 | 17.25 | 5   | 5   | 5   | 5.00 | <b>2nd sem AY2020-2021</b> Phys 130 4:00-5:00PM MWF-17 students(lec); Phys 13 10:00-11:00 MWF-16 students (lec); Phys 13 1:00-4:00 W -16 students(lab); Bphys 11 1:00- 2:00 and 3:00-4:00 M-25 students(lec); Bphys 11 12:00-4:00 F and 5:00-6:00 MW-25 students(lab) |
|  |  | <b>A11.</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 | 5  | 8     | 5   | 5   | 5   | 5.00 |   |
|  |  | <b>A12.</b> Number of trainings attended related to instruction                   | Attend mandated trainings  | 1  | 2     | 5   | 4.5 | 5   | 4.83 |   |
|  |  | <b>A13.</b> Number of long examinations administered and checked                  | Administers and checks long examination for subjects taught  | 6  | 12    | 5   | 5   | 4.5 | 4.83 |   |
|  |  | <b>A14.</b> Number of quizzes administered and checked                            | Prepares and checks quizzes for lec and lab  | 10 | 24    | 5   | 5   | 4   | 4.67 |   |
|  |  | <b>A15.</b> Number of lab reports and term papers checked and graded              | Checks lab reports and term papers submitted as required   | 8  | 9     | 4.5 | 5   | 4.5 | 4.67 |   |
|  | <b>PI 8:</b> Number of students advised: *                       | <b>A16.</b> Number of students advised:   | Acts as academic adviser to students   |    |       |     |     |     |      |   |
|  |  | <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  |    |       |     |     |     |      |   |
|  |  | As SRC Member   | Advises and corrects research outline and thesis/SP manuscript   |    |       |     |     |     |      |   |

|  |  |   |  |   |    |     |   |     |      |   |
|--|--|---|--|---|----|-----|---|-----|------|---|
|  |  | <u>A18</u> : Number of students entertained for consultation purposes               | Entertains students consulting on subject taught, thesis and grades  | 5 | 10 | 5   | 5 | 4.5 | 4.83 |   |
|  | <b>PI 9:</b> Number of student organizations advised/ assisted * | <u>A19</u> : Number of Student organizations advised                                | Advises student organizations recognized by USOO   |   |    |     |   |     |      |   |
|  |  | <u>A20</u> : Number of Student organizations assisted on student related activities | Assists student organizations in implementing student related activities   |   |    |     |   |     |      |   |
|  | <b>PI 10:</b> Number of instructional materials developed *      | <u>A 21</u> : Number of on-line course ware developed and submitted :               | Prepares and submits for review by the Technical Review Panel  | 2 | 5  | 5   | 5 | 5   | 5.00 | Phys 130 (lec), Phys 13 (lab), Bphys 11 (lec), Bphys 11 (lab) |
|  |  | On-line ready courseware  | Prepares Instructional module/laboratory guide/workbook or a combination thereof   | 2 | 5  | 5   | 5 | 4   | 4.67 | Phys 130 (lec), Phys 13 (lab), Bphys 11 (lec), Bphys 11 (lab) |
|  |  | Supplemental learning resources   | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught                          | 2 | 5  | 5   | 5 | 4   | 4.67 | Phys 130 (lec), Phys 13 (lab), Bphys 11 (lec), Bphys 11 (lab) |
|  |  | Assessment tools  | Prepares assessment tools such as long exam, quizzes, problems sets, etc.  | 2 | 10 | 5   | 4 | 5   | 4.67 | Phys 130 (lec), Phys 13 (lab), Bphys 11 (lec), Bphys 11 (lab) |
|  |  | <u>A 23</u> : 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 | 5  | 5   | 5 | 5   | 5.00 | Phys 130 (lec), Phys 13 (lab), Bphys 11 (lec), Bphys 11 (lab) |
|  |  | <u>A 24</u> : Number of virtual classroom created and operational                   | Creates virtual classroom using VSUEE  | 2 | 5  | 5   | 5 | 5   | 5.00 | Phys 130 (lec), Phys 13 (lab), Bphys 11 (lec), Bphys 11 (lab) |
|  | <b>PI 11:</b> Additional outputs                                 | <u>A 25</u> : 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 | 1 |    | 4.5 | 5 | 4.5 | 4.67 | BS Applied Physics for CHED submission                        |



|                                   |   |  |  |   |   |     |     |   |      |   |
|-----------------------------------|---|--|--|---|---|-----|-----|---|------|---|
|                                   |   | Agency/firm/Industry linkages  | Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU |   |   |     |     |   |      |   |
|                                   |   | Number of OBE course syllabus prepared and approved for use  | Prepares OBE Course Syllabus depending on course taught  | 1 | 3 | 4.5 | 5   | 4 | 4.50 | Teaches Phys 130 (1 lec ); Phys 13 (1 lec and 1 lab); Bphys 11 (1 lec and 1 lab) = <b>2nd sem AY2020-2021</b> |
|                                   |   | Number of TOS prepared and submitted within prescribed period  | Prepares TOS depending on course taught  | 2 | 6 | 5   | 5   | 4 | 4.67 | Teaches Phys 130 (1 lec ); Phys 13 (1 lec and 1 lab); Bphys 11 (1 lec and 1 lab) = <b>2nd sem AY2020-2021</b> |
|                                   |   | New Powerpoint lecture presentation (per course)   |  | 1 | 4 | 5   | 4.5 | 5 | 4.83 | Teaches Phys 130(1 lec); Phys 13 (1 lec and 1 lab); Bphys 11 (1 lec and 1 lab)= <b>2nd sem AY2020-2021</b>    |
|                                   |   | <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                         |   |   |     |     |   |      |   |
|                                   |   |  |  |   |   |     |     |   | 4.79 |   |
| <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 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 outputs published in internationally-referred or CHED recognized journal within the year (2%) * | <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>  |  |   |   |     |     |   |      |   |

|                                   |  |   |   |       |        |   |   |     |      |  |
|-----------------------------------|--|---|---|-------|--------|---|---|-----|------|--|
|                                   |  | <i>In refereed nat'l/regional journals</i>  |   |       |        |   |   |     |      |  |
|                                   | <b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences   | <b>A 30.</b> 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>  |   |       |        |   |   |     |      |  |
|                                   |  | <i>In nat'l/regional fora/conferences</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                           | 5.00% | 10.00% | 5 | 5 | 4.5 | 4.83 |  |
|                                   | <b>PI 6.</b> Additional outputs*   | <b>A 32.</b> No. of research-related awards (research conducted by  |   |       |        |   |   |     |      |  |
|                                   |  | <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>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   |       |        |   |   |     |      |  |
|                                   |  |   |   |       |        |   |   |     | 4.83 |  |
| <b>UMFO 4. EXTENSION SERVICES</b> |  |   |   |       |        |   |   |     |      |  |
|                                   | <b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities | <b>A 36.</b> 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              |       |        |   |   |     |      |  |



|  |  |   |   |  |  |  |  |  |  |  |  |
|--|--|---|---|--|--|--|--|--|--|--|--|
|  | <b>PI 2.</b> Number of trainees weighted by the length of training   | <b>A. 37.</b> Number of trainees weighted by the length of training   | Conducts trainings among beneficiaries of technologies for transfer                                   |  |  |  |  |  |  |  |  |
|  | <b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs                                 | <b>A. 38.</b> Number of extension programs/projects implemented   | Implementes duly approved extension projects  |  |  |  |  |  |  |  |  |
|  | <b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance | <b>A. 39.</b> 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                                  |  |  |  |  |  |  |  |  |
|  | <b>PI 5.</b> Number of technical/expert services   | <b>A. 40.</b> Number of technical/expert services as/in:  | Provides the technical and expert services requested by beneficiaries                                 |  |  |  |  |  |  |  |  |
|  | <i>Research Mentoring</i>  | <i>Research Mentor</i>  |   |  |  |  |  |  |  |  |  |
|  | <i>Peer reviewers/Panelists</i>  | <i>Peer reviewers/Panelists</i>   |   |  |  |  |  |  |  |  |  |
|  | <i>Resource Persons</i>  | <i>Resource Persons</i>   |   |  |  |  |  |  |  |  |  |
|  | <i>Convenor/Organizer</i>  | <i>Convenor/Organizer</i>   |   |  |  |  |  |  |  |  |  |
|  | <i>Consultancy</i>   | <i>Consultant</i>   |   |  |  |  |  |  |  |  |  |
|  | <i>Evaluator</i>   | <i>Evaluator</i>  |   |  |  |  |  |  |  |  |  |
|  | <b>PI 8.</b> Percent of extension proposals approved *   | <b>A. 41.</b> Percent of extension proposals approved *   | Prepares extension project proposals, submits and follow up its approval for immediate implementation |  |  |  |  |  |  |  |  |

|   |   |  |   |                     |  |   |     |     |      |  |
|---|---|--|---|---------------------|--|---|-----|-----|------|--|
|   | <b>PI 11.</b> Additional outputs *  | <b>A 42.</b> No. of extension-related awards (extn. conducted by faculty or student & faculty) *                               |   |                     |  |   |     |     |      |  |
|   |   | <b>A 43.</b> Other outputs implementing the new normal due to covid 19   | Designs extension related activities and other outputs to implement new normal  |                     |  |   |     |     |      |  |
| <b>UMFO 5. SUPPORT TO OPERATIONS</b>                                |   |  |   |                     |  |   |     |     |      |  |
| <b>OVPI MFO 4. Program and Institutional Accreditation Services</b> |   |  |   |                     |  |   |     |     |      |  |
|   | <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 | zero non-conformity |  | 5 | 4.5 | 5   | 4.83 |  |
|   |   | <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                                    | 100% compliant      |  | 5 | 5   | 4.5 | 4.83 |  |
|   |   | On program accreditations  |   |                     |  |   |     |     |      |  |
|   |   | On institutional accreditations  |   |                     |  |   |     |     |      |  |
|   |   |  |   |                     |  |   |     |     | 4.83 |  |
| <b>UMFO 6. General Admin. &amp; Support Services</b>                |   |  |   |                     |  |   |     |     |      |  |
|   | <b>PI 2.</b> Zero percent complaint from clients served   | <b>A 46.</b> Customerly friendly frontline services  | Provides customer friendly frontline services to clients  | Zero % complaint    |  | 5 | 5   | 5   | 5.00 |  |
|   | <b>PI 3:</b> Additional Outputs   | <b>A 47.</b> 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  |                     |  |   |     |     |      |  |



|  |  |   |  |  |  |  |  |  |        |  |
|--|--|---|--|--|--|--|--|--|--------|--|
|  |  | A 48. Other outputs implementing the new normal due to covid 19 | Designs administration/management related activities and other outputs to implement new normal |  |  |  |  |  |        |  |
|  |  |   |  |  |  |  |  |  | 5.00   |  |
|  |  | Total Over-all Rating   |  |  |  |  |  |  | 101.00 |  |
|  |  | Average Rating  |  |  |  |  |  |  | 4.87   |  |
|  |  | Adjectival Rating   |  |  |  |  |  |  | O      |  |

Evaluated & Rated by:

EUSEBIO R. LINA, JR.

Department Head

Date: 7/26/2021

Recommending Approval

MA. THERESA P. LORETO

Dean, College of Arts and Science

Date: 10/12/2021

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date:

COMMENTS AND RECOMMENDATIONS

Keep it up. Continue what you are doing especially in the area of research.

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Rev Rhizza L. Aure  
Performance Rating: Outstanding

Aim:

1. Increase research, extension and innovation engagement of the department.
2. Gain competence and qualification to assume higher responsibilities

Proposed Interventions to Improve Performance:

Date: March 2021 Target Date: One year from date of intervention

First Step:

1. Advise him to draft research proposal and submit to OVPREI for approval.
2. Endorse his post-doctoral application.

Result:

1. Approved research proposals with funding.
2. Accepted in the post doctoral program by 2023.

Date: \_\_\_\_\_ Target Date: \_\_\_\_\_

Next Step: Completed hid post doctoral degree by 2026.

Outcome: Published articles

Prepared by:

*Eusebio R. Lina, Jr.*

**EUSEBIO R. LINA, JR.**  
DMP Head

Conforme:

*Rev Rhizza L. Aure*

**REV RHIZZA L. AURE**  
Name of Faculty