

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

Name of Faculty Member: Engr. Eulalio C. Colubio Jr.

Program Involvement	Percentage Weight	Numerical Rating	Equivalent
(1)	(2)	(3)	(2x3)
1. Instruction		2.45	
a. Head/Dean		2.21	
b. Students	90%	4.66	4.19
TOTAL for Instruction			
2. Research	5%	5.00	0.25
3. Extension	5%	5.00	0.25
4. Administration & Support to			4.69
5. Production			
TOTAL			

\*Instructor I - January 1, 2023 to December 31, 2023

EQUIVALENT NUMERICAL RATING: 4.69

Add: Additional Points, if any: \_\_\_\_\_


TOTAL NUMERICAL RATING: 4.69

ADJECTIVAL RATING: Outstanding

Prepared by:

  
**EULALIO C. COLUBIO JR.**  
Instructor I

Recommending Approval:

  
**JANNET C. BENCURE**  
Head, DGE & Dean, CET

Approved:

  
**BEATRIZ S. BELONIAS**  
VP for Academic Affairs



**VISAYAS**  
STATE UNIVERSITY



**DEPARTMENT OF GEODETIC  
ENGINEERING**

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**"Exhibit B"**

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

I, EULALIO C. COLUMBIO, JR., a faculty member of the DEPARTMENT OF GEODETIC ENGINEERING commit to the deliver and agree to be rated on the attainment of the following targets with accomplishments in accordance with the indicated measures for the period January 1, 2023 - December 31, 2023.

**EULALIO C. COLUMBIO JR.**  
Instructor I  
Date: 01/18/2024

Approved:

**JANNET C. BENCURE**  
Head DGE & CET Dean  
Date: 01/20/2024

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										
OVPI MFO 2. Graduate Student Management Services										
	PI 4: Total FTE coordinated, implemented & monitored*	A1. Actual Faculty's FTE	Handles subjects/courses assigned							
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students							
		A3 . Number of students advised on thesis/special problem/dissertation								

		<i>As GAC Chairman</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<i>AS GAC Member</i>	Advises and corrects research outline and thesis/SP/dissertation manuscript							
		<b><u>A4</u></b> . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty							
	<b><u>PI 9</u></b> : Number of instructional materials developed *	<b><u>A5</u></b> . Number of on-line ready coursewares developed and submitted for review	Converts the existing instructional materials into flexible learning systems							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>							
		<i>Supplemental learning resources</i>	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>							
		<i>Assessment tools</i>	<i>Prepares assessment tools such as long exam, quizzes, problems sets, etc.</i>							



		<i>A 6 : Number of on-line course ware reviewed by TRP &amp; edited by MMDC editor</i>	<i>Submits the course ware duly reviewed by TRP for editing by MMDC editor</i>							
		<i>A 7 : Number of virtual classroom created and operational</i>	<i>Creates virtual classroom using either Moddle or Google Classroom</i>							
	<i>PI 10 . Additional outputs:</i>	<i>A 8. Other outputs implementing the new normal due to covid 19</i>	<i>Designs experiential learning activities and other outputs to implement new normal</i>							
<b>UMFO 2. HIGHER EDUCATION SERVICES</b>										
<b>OVPI UMFO 3. Higher Education Management Services</b>										
	<b>PI 5:</b> Total FTE, coordinated, implemented and monitored *	<b>A9.</b> Actual Faculty's FTE	<i>Handles and teaches courses assigned</i>	40	50.75	5	5	5	5.00	
		<b>A10.</b> Number of grade sheets submitted within prescribed period	<i>Prepares gradesheet and submits on or before deadline</i>	4	6	5	5	4	4.67	1st Sem (2023-2024) GEng 123n - Y002, Y062 GEng 200a -Y031 2nd Sem (2022-2023) ESci 110 - A921 GEng 128a - Y041 GEng 128b - Y043
		<b>A 11.</b> Number of INC forms with grade submitted within prescribed period	<i>Facilitates students in their completion of the subject and submits completion forms with grade within prescribed period</i>							
		<b>A12.</b> Number of trainings attended related to instruction	<i>Attend mandated trainings</i>	2	1	5	5	4	4.67	OBE CQI Training

		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	16	5	5	5	5	5	5.00	1st Sem (2023-2024) GEng 123n - Y002 (1), GEng 123n - Y062 (1), 2nd Sem (2022-2023) GEng 128a - Y041 (3) GEng 128b - Y043 (3) Esci 110 - A921 (7) GEng 146 - Z127 (1)
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	8	5	5	4	5	5	4.67	1st Sem (2023-2024) GEng 123n - Y002 (1), 2nd Sem (2022-2023) GEng 128a - Y041 (2) GEng 128b - Y043 (2) Esci 110 - A921 (3)
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	17	5	5	4	5	5	4.67	1st sem (2023-2024) GEng 123n - Y002 & Y031 (9) 2nd Sem (2022-2023) GEng 128a - Y041 (1) GEng 128b - Y043 (1) GEng 111 - Y000 (6)
	P1 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	65	130	4	5	5	5	5	4.67	1st sem (2022-2024) = 65 2nd Sem (2022-2023) = 65
	A17 . Number of students advised on thesis/ field practice/special problem:				54	5	5	5	5	5	5.00	1st sem 2023-2024 OJT Students = 43 OJT Advises = 4 (Perez, Bernaldes, Onting, & Ocat) OJT Addressees (6): Fuzon, Ablen, Papong, Suhillo, Special Study (5): Giya, Orillano, Suhillo, Ablen, Bendijo
	As SRC Chairman	Advises, and corrects thesis/SP manuscript research outline and	3	4	5	5	5	5	5	5	5.00	1st sem 2023-2024 Special Study (2): Lumacad, Bandibas Special Study (2): Quitan, Albano

		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	5	5	5	5	5	5.00	1st sem 2023-2024 Special Study (3): Ungab, Molina, Taguik  Special Study (2): Quitan, Albano
		<b>A18</b> . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	40	95	5	5	5	5.00	Student Advising: 35 OJT: 5 Special Study: 12 Subjects Taught: 43
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19</b> . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	4	4.67	GEP-VSUSC
		<b>A20</b> . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	GEP-VSUSC
	<b>PI 10:</b> Number of instructional materials developed *	<b>A 21</b> : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel		16	5	5	5	5.00	1st Sem (2023-2024) GEng 123n - Y002 (1), GEng 123n - Y062 (1),  2nd Sem (2022-2023) GEng 128a - Y041 (3) GEng 128b - Y043 (3) Esci 110 - A921 (7) GEng 146 - Z127 (1)
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof		22	5	5	5	5.00	1st sem 2023-2024 GEng 123n = 6  2nd sem 2022-2023 GEng 128a (4) GEng 128b (4) GEng 111 (8)
		Flexible instructional materials								
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught		24	5	5	5	5.00	1st sem 2023-2024 GEng 123n = 5  2nd sem 2022-2023 GEng 128a (2) GEng 128b (1) Esci 110 (16)



		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	9	16	5	5	5	5.00	1st Sem (2023-2024) GEng 123n - Y002 (1), GEng 123n - Y062 (1),  2nd Sem (2022-2023) GEng 128a - Y041 (3) GEng 128b - Y043 (3) Esci 110 - A921 (7) GEng 146 - Z127 (1)
		<b>A 23 :</b> 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							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	2	3	5	5	5	5.00	1st sem 2023-2024 GEng 123n 2nd sem 2022-2023 GEng 128a & GEng 128b
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> 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	2	16	5	5	5	5.00	See OJT MOA 2023
		<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 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							
	<b>PI 6.</b> Additional outputs*	<b>A 32.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)								
		<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							
<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	4	16	5	5	5	5.00	See OJT MOA 2023
	<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	10	0					
	<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	Implements 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							
	Research Mentoring	Research Mentor								

	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	<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							



		<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	5	5.00	
		Activities Implemented for the College-Wide OJT Predeparture Orientation Seminar	Acts as working committee for the said activity, supports the chairman		1	5	5	5	5.00	College-Wide OJT Predeparture Orientation Seminar
		On program accreditations								
		On institutional accreditations								
<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							
	<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							
		<b>A 48.</b> Other outputs	Designs							
	<b>Total Over-all Rating</b>								<b>108.00</b>	
	<b>Average Rating</b>								<b>4.91</b>	
	<b>Adjectival Rating</b>								<b>O</b>	

Average Rating (Total Over-all rating divided by 4)		4.91
Additional Points:		
Approved Additional points (with copy of approval)		
FINAL RATING		4.91
ADJECTIVAL RATING		OUTSTANDING

Comments and Recommendations for Development Purposes:

*recommended to give priority your graduate studies*

Evaluated & Rated by:

  
JANNET C. BENCURE

Approved by:

  
BEATRIZ S. BELONIAS

*01/24/24*



  
Head, DCE & Dean, CET

Date: 01/20/2024

VP for Academic Affairs

Date:

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

## Exhibit I

## PERFORMANCE MONITORING FORM

Name of Employee: **Engr. Eulalio C. Colubio Jr.**

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	Teach professional/basic courses/subjects (GEng 128a, GEng 128b, GEng 111, ESci 110)	Assessment and students' grade per course taught	July 2023	December 2023	December 2023	impressive	Outstanding	
2	Assist students through advising and consultation	Improved student performance	August 2023	December 2023	December 2023	impressive	Outstanding	
3	Develop/revise syllabus and instructional materials	OBE Syllabus approved by the Dept. Review Committee and verified by the Dean and IMD Head	July 2023	August 2023	August 2023	impressive	Very Satisfactory	
		On-line course ware developed and submitted	August 2023	December 2023	December 2023	impressive	Outstanding	Has uploaded supplemental materials like lab exercise and videos in VSUEE
4	Assess students and submit grades to measure students' performance	Assessment and Grades submitted to registrar	August 2023	December 2023	December 2023	impressive	Outstanding	Submitted grades online and hard copy

5	Participate in all activities conducted by the department, college and the university	<p>CET Strategic Planning and RDE Agenda Setting Workshop 2023</p> <p>Seminar- workshop on TOS Preparation and Tips on Making Examination in VSUEE</p> <p>Celebration of CET Week 2023</p> <p>Training on UAV Operation</p> <p>ISO Awareness &amp; Re-awareness Webinar</p> <p>OBE CQI Training</p> <p>College-Wide OJT Pre-departure Orientation Seminar</p>	January - December 2023	January - December 2023	January - December 2023	impressive	Outstanding	Participated in all activities conducted by the department, college and the university
6	Perform other functions assign by the head, dean and the university	<p>Chairman, Department Disaster Risk Response Committee</p> <p>Member, Department</p>	January - December 2023	January - December 2023	January - December 2023	impressive	Very Satisfactory	

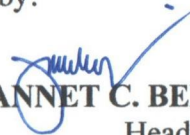


		Personnel Committee  Member, DGE Curriculum Committee  Member, DGE 5S Committee  Coordinator, OJT  Member, College Gender and Development Committee  Member, Student On-the-Job Training Advisory Committee,  Member, College Linkages Committee,  Member, VSU Technical Working Group for Surveying and Mapping Services						
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\* Either very impressive, impressive, needs improvement, poor, very poor

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

Prepared by:

  
**JANNET C. BENCURE**  
Head

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Eulalio C. Colubio, Jr.

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

**Aim:** Engr. Colubio as an effective and efficient implementor of the new OBE'dized four (4) year degree program in Bachelor of Science in Geodetic Engineering (BSGE) as provided for in the new CMO 89, s. of 2017 and the department's RDEI Agenda in his field of specialization.

### Proposed Interventions to Improve Performance:

Date: January 2023

Target Date: December 2023

#### First Step:

Orientation on the Outcomes-Based Education principles, provisions of the new Policies, Standards, and Guidelines in offering the new BSGE curriculum as provided for in CMO 89, s. 2017 will be given. Likewise, he should attend training, conferences, and conventions to strengthen his competencies and qualifications.

#### Next Step:

Re-orientation on the Outcomes-Based Education principles, provisions of the new typical Policies, Standards, and Guidelines in offering the new BSGE curriculum as provided for in CMO 89, s. 2017 will be given. Attend virtual training, conferences, and conventions to strengthen his competencies and qualifications.

#### Outcome:

The faculty will implement OBE in all his subjects. The department's instruction, research, and extension activities will be implemented through attending virtual classes, training, seminars, and conferences.

#### Final Step/Recommendation:

The faculty member should complete his master's degree. It is also highly recommended that the faculty member propose possible research and/or extension projects in line with his field of interest and the university's RDEI Agenda.

Prepared by:

  
**JANNET C. BENCURE**

Head, Dept. of Geodetic Engineering

Conforme:

  
**EULALIO C. COLUBIO, JR.**  
Name of Ratee Faculty