

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

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

Program Involvement	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.47	
b. Students (50%)		2.40	
TOTAL for Instruction	90%	4.87	4.38 4.96 g.
2. Research	0%	0.00	0.00
3. Extension	5%	5.00	0.25
4. Administration & Support to Operation	5%	5.00	0.25
5. Production	0%	0.00	0.00
TOTAL			4.88 4.86 g.

*Instructor I - January 1, 2023 to June 30, 2023

EQUIVALENT NUMERICAL RATING:

4.88 4.86 g.

Add: Additional Points, if any:

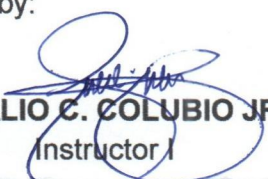
TOTAL NUMERICAL RATING:

4.88 4.86 g.

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. COLUBIO, 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 in accordance with the indicated measures for the period January 1, 2023 - June 31, 2023.

EULALIO C. COLUBIO JR.

Instructor I

Date:

Approved:

JANNET C. BENCURE

Head DGE & CET Dean

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							
	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							
		A4 . Number of students entertained for consultation purposes	<i>Entertains students seeking consultation with faculty</i>							
	PI 9: Number of instructional materials developed *	A5 . Number of on-line ready coursewares developed and submitted for review	<i>Converts the existing instructional materials into flexible learning systems</i>							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>							

		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.							
		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							
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom							
	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							
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	Handles and teaches courses assigned	40	19.6	5	5	5	5.00	

		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	3	5	5	5	4.67	1st Sem (2022-2023) GEng 123n - Y002, GEng 123n - Y062, GEng 200a -Y031
		A11. Number of INC forms with grade submitted within prescribed period	Facilitates students in their completion of the subject and submits completion forms with							
		A12. Number of trainings attended related to instruction	Attend mandated trainings	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	19	5	5	5	5.00	1st Sem (2022-2023) 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	4.67	1st Sem (2022-2023) 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	8	5	5	5	4.67	2nd Sem (2022-2023) GEng 128a - Y041 (1) GEng 128b - Y043 (1) GEng 111 - Y000 (6)
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students	65	65	4	5	5	4.67	
		A17. Number of students advised on thesis/ field practice/special problem:			11	5	5	5	5.00	OJT Advisees (6): Puzon, Ablen, Papong, Suhillo, Giva, Belmonte Special Study (5): Giva, Orillano, Suhillo, Ablen, Bendijo

		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript	3	2	5	5	5	5.00	Special Study (2): Quitan, Albano
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript	5	2	5	5	5	5.00	Special Study (2): Quitan, Albano
		A18 . 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
	PI 9: Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	4	4.67	GEP-VSUSC
		A20 . 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
	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							1st Sem (2022-2023) GEng 123n - Y002 (1), GEng 123n - Y062 (1), 2nd Sem (2022-2023)
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof		16	5	5	5	5.00	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		19	5	5	5	5.00	GEng 128a (2) GEng 128b (1) Esci 110 (16)
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	9	26	5	5	5	5.00	1st Sem (2022-2023) 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)
		A 23 : Number of on-line course were reviewed by TRP & edited by MMDC editor	Submits the course ware duly reviewed by TRP for editing by MMDC editor							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	2	2	5	5	5	5.00	GEng 128a & GEng 128b
	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	2	16	5	5	5	5.00	See OJT MOA 2023

		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
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 oroject 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							
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>								
	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							
		<i>In int'l fora/conferences</i>								

		<i>In nat'l/regional fora/conferences</i>								
	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							
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		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							
		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							
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	4	16	5	5	5	5.00	See OJT MOA 2023
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	10	0					
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	Implements 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							

	<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>								
	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							
		A 45. Compliance to all requirements of the program and institutional accreditations:	Prepares required documents and complies all requirements as		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								
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							
	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 performing functions resulting to best practice							

		A 48 Other outputs implementing the new normal due to covid 19	Designs administration/manag ement related activities and other outputs to implement new normal							
	Total Over-all Rating								108.67	103.00 9 -
	Average Rating								4.94	4.90 9 -
	Adjectival Rating								O	

Average Rating (Total Over-all rating divided by 4)			4.94 4.90 9 -
Additional Points:			
Approved Additional points (with copy of approval)			
FINAL RATING			4.94 4.90 9 -
ADJECTIVAL RATING			OUTSTANDING

Comments and Recommendations for Development Purposes:

Recommended to complete MS study as soon as possible -

Evaluated & Rated by:


JANNET C. BENCURE
Head, DGE & Dean, CET
Date:

Approved by:


BEATRIZ S. BELONIAS
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	February 2023	June 2023	July 2023	impressive	Outstanding	
2	Assist students through advising and consultation	Improved student performance	February 2023	June 2023	July 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	February 2023	March 2023	March 2023	impressive	Very Satisfactory	
		On-line course ware developed and submitted	February 2023	June 2023	July 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	February 2023	June 2023	July 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>	January-June 2023	January-June 2023	January-June 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 Personnel Committee</p> <p>Member, DGE Curriculum Committee</p> <p>Member, DGE 5S Committee</p>	February-December 2023	February-December 2023	February-December 2023	impressive	Very Satisfactory	

		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						

* 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: June 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