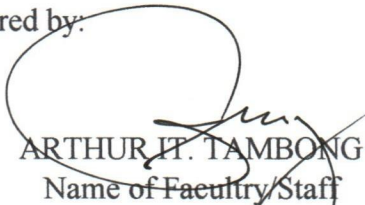


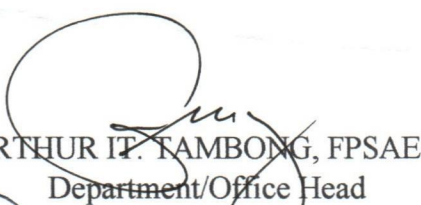
SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ARTHUR IT. TAMBONG

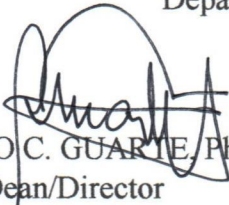
Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x%)	Equivalent Numerical (2x3)
	(2)	(3)	
1. Instruction			
a. Head/Dean (50%)		2.45	
b. Students (50%)		2.25	
Total for Instruction	40%	4.70	1.88
2. Research			
a. Client/Dir. for Research (50%)		Not Available	
b. Dept.Head/Dean/Director (50%)		4.48	
Total for Research	30%	4.48	1.34
3. Extension			
a. Client/Dir. for Extension (50%)		Not Available	
b. Dept Head/Dean/Director (50%)		4.90	
Total for Extension	15%	4.90	0.74
4. Administration	10%	5.00	0.50
5. Production	5%	5.00	0.25
TOTAL			4.71

EQUIVALENT NUMERICAL RATING: 4.71
Add: Additional Points, if any: _____
TOTAL NUMERICAL RATING: _____
ADJECTIVAL RATING: Outstanding

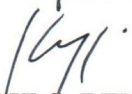
Prepared by: 
ARTHUR IT. TAMBONG
Name of Faculty/Staff

Reviewed by: 
ARTHUR IT. TAMBONG, FPSAE
Department/Office Head

Recommending Approval:


ROBERTO C. GUARITE, Ph.D.
Dean/Director

Approved:


BEATRIZ S. BELONIAS, Ph.D.
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW (IPCR)

I, ARTHUR IT. TAMBONG, Head of the Department of Agricultural and Biosystems Engineering, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period January to June, 2019.

ARTHUR IT. TAMBONG, FPSAE
Ratee (Department Head)

Approved:

ROBERTO C. GUARTE, Ph.D.
Head of Unit/Immediate Supervisor

MFOs/ PAPs	Success Indicators	Task Assigned	Target	Actual Accom- plishment	Rating				Remarks
					Q ¹	E ²	T ³	A ⁴	
UMFO 1.	ADVANCED EDUCATION SERVICES								
	OVPI MFO 1. Graduate Degree Program Management Services								
	PI 1: Number of graduate degree specializations offered and monitored	Leading	1	1	5	5	5	5.00	MSAE with 3 specializations
	PI 2: Total FTE monitored	Leading & Teaching	6.7	32	5	5	5	5.00	7 MS Thesis; Non-Graduate School accomplishments of DLST are counted at PhilRootcrops
	PI 3: Percentage of students who graduated within the prescribed period	Leading & Teaching	50%	29%	5	4	4	4.33	2 out of 7 (low % is normal in MS degree programs)
	OVPI MFO 2. Graduate Student Management Services								
	PI 1: Percentage of graduate students awarded with honors/distinction	Leading & Teaching	0	2	5	5	5	5.00	DABE Best Thesis Awards in Water Res., Renewable Energy
	PI 2: Percentage of graduate students advised who rated the adviser/GAC member at least very satisfactory	Leading & Teaching	60%	100%	5	5	5	5.00	MS Students
	PI 3: Percentage of graduate school faculty engaged in research work applied in any of the following:								
	a. Pursuing advanced research degree program	Leading	0%	0%	N/A	4	4	4.00	No opportunity yet

	b. Actively pursuing in the last three years (investigative research, basic and applied scientific research, policy research, social science research)	Leading	100%	100%	5	5	5	5.00	RCG, AIT & DLST are all engaged in research
	c. Producing technologies for commercialization or livelihood improvement	Leading	100%	100%	5	5	5	5.00	RCG - solar lighting; AIT - employment generation from FS; DLST -processing machines commercializatn.
	d. whose research work resulted in an extension program	Leading	0%	33%	5	5	5	5.00	RCG renewable energy research
	Total Points:			Subtotal:				43.33	
UMFO 2.	HIGHER EDUCATION SERVICES								
	OVPI MFO 1. Curriculum Program Management Services								
	PI 1: Total FTE Monitored	Leading & Teaching	820	2,538	5	5	5	5.00	BS courses
	PI 2: Percentage of undergraduate curricular program compliant to CMO approved and offered	Leading	100%	100%	5	5	5	5.00	BSAE & BSABE
	PI 3: Average percentage passing in licensure exam (first takers, June 2019 graduates)	Leading & Teaching	60%	84%	5	5	5	5.00	21/25 or 84.00% for 1st takers, 25/34 or 73.53% overall
	PI 4: Percentage of first time licensure exam takers who passed the licansure exam (compared to previous year's percentage)	Leading & Teaching	100%	121%	5	5	5	5.00	Computation: 100%+((84-69.23)/69.23 x100%); Previous Yr Passing: 69.23% = 121%
	PI 5: Number of students who graduated within the prescribed period	Leading & Teaching	60%	91%	5	5	5	5.00	20 of 22
	PI 6: Percentage increase in the number of undergraduate students who graduated within prescribed period	Leading	5%	110.98%	5	5	5	5.00	Last yr graduates: 14/17 or 82%
	PI 7: Percentage of graduates (two years prior) who are employed and/or pursuing graduate studies	Leading	82%	100%	5	5	5	5.00	All graduates are employed (based on student monitoring feedback)
	PI 8: Number of academe/industry linkages established	Leading & Linking	1	8	5	5	5	5.00	8 OJT New Linkages: NIA-Manila, NIA-Tacloban, NIA-Ormoc, DA-R7, DA-R8, SRA-Negros Occ., LGU-Negros Occ., LGU-Ormoc
	PI 9: Number of thesis/special problems of students:	Leading							

	a. Thesis/Case studies/ Special Problems/ OJT Narrative/ Engineering Projects/ Portfolio outlines approved	Leading	10	21	5	5	5	5.00	21 BS Thesis/OJT outlines approved
	a. Thesis/Case studies/ Special Problems/ OJT Narrative/ Engineering Projects/ Portfolio reports/manuscripts approved	Leading	10	21	5	5	5	5.00	21 BS Thesis/OJT manuscripts approved
	PI 10: Number of student organizations advised/assisted	Leading & advising	2	3	5	5	5	5.00	AIT & JJDL: PSABE-VSC; RCG: CoE-SSC; AIT: CBI-International VSU Chapter
	PI 11: Number of instructional materials developed/revised								
	a. OBE-compliant syllabi	Leading & Writing	4	8	5	5	5	5.00	AIT-2, RCG-2, MEC-1, TFS-1, FLS-1, TFS-1
	b. Teaching guides/Student guides/Laboratory Manuals	Leading & Writing	1	1	5	4	5	4.67	AIT-1
	c. Complete sets of teacher-developed audio visual materials (powerpoints, videos, computer games, etc)	Leading & Preparing	4	6	5	5	5	5.00	PowerPoint visual matls: AIT-1, RCG-1, MEC-1, TFS-1, JJDL-1, FLS-1
	d. On-line interactive learning resources per subject	Leading & Preparing	0	1	5	4	5	4.67	AIT-1: Bytex Feasibility Analyzer Datasets Version 2019 (interactive but offline or on classroom only)
	PI 12: Number of instruction-related awards								
	Number of national student awards	Leading	0	8	5	5	5	5.00	NAT'L Major Award - 1: Allen Glen Gil - Most Outstanding ABE Student Leader awarded by PSABE National Chapter; NAT'L Student Awards - 7: Various Awards Obtained during the PSABE Nat'l Conventn, Bacolod, April 2019 - AutoCAD, Harvester Parts Identificatn, Dance, PSABE Chapter Video, Ms. ABE, Mr. ABE
	Number of honor graduates	Leading	2	1	5	5	5	5.00	Fatima Gumamac, BSAE - Cum Laude; (2 board topnotchers-Top 3 & Top 7; placed under additional outputs)
	Total Points							84.33	
UMFO 3.	RESEARCH SERVICES								

	PI 1. Number of research proposals submitted	Leading & Writing	1	7	5	5	5	5.00	DA-BAR Proposal: AIT-1; DOST-CRADLE Proposal: RCG-1; CHED Proposals: RCG-1, TFS-1, JJDL-1, TFS-1; DOST Balik Scientist Proposal: ROC -1
	PI 2. Number of research proposals approved	Leading & Writing	1	1	5	4	5	4.67	DOST Balik Scientist Project: ROC -1
	PI 3. Number of research studies conducted	Leading	6	1	5	5	5	5.00	DOST Balik Scientist Project: ROC -1
	PI 4. Number of research projects/studies completed within the year	Leading	3	4	5	5	5	5.00	4 Climate Change Studies: AIT-1, MEC-1, TFS-1, JJDL-1
	PI 5. Number of research papers (oral presentation, posters, keynote speaker, plenary speaker) presented in regional/national/ int'l scientific/professional fora and conferences								
	<i>In int'l fora/conferences</i>	Leading	0	0	N/A	3	4	3.50	No opportunity yet
	<i>In nat'l fora/conferences</i>	Leading	1	1	5	4	5	4.67	In PSABE Nat'l Convention: AIT-1
	<i>In reg'l fora/conferences</i>	Leading	1	1	5	4	5	4.67	AIT-1 in ATI, Isabela
	<i>In institutional fora/conferences</i>	Leading	2	3	5	5	5	5.00	AIT-2 in OVPRE, ATI-VSU; RCG-1 in OVPRE
	PI 6. Number of paper submitted for publication in internationally indexed journals	Leading & Writing	0	1	5	4	5	4.67	AIT-1: EB Journal (Europe)
	PI 7. Number of published papers in peer-reviewed journals	Leading							
	<i>In refereed int'l journals</i>	Leading	0	0	N/A	3	4	3.50	None published yet
	<i>In refereed nat'l journals</i>	Leading & Writing	0	0	N/A	3	4	3.50	None published yet
	<i>In institutional journals</i>	Leading & Writing	0	0	N/A	3	4	3.50	None published yet
	PI 8. Number of patents/Utility Models/copyrights filed and registered	Leading	1	3	5	5	5	5.00	AIT-3 Copyrights: Bytex Feasibility Analyzer Datasets Version 2019, Global Food Security System Version 3, Open Channel Designer Ver. 2
	PI 9. Amount of research money generated from external funding (Thousand PHP)	Leading	0	465	5	5	5	5.00	DOST Balik Scientist Sponsorship
	PI 10. Amount of research money generated from institutional funding (Thousand PHP)	Leading	50	100	5	5	5	5.00	RCG Researches

	PI 11. Number of research outputs in the last three years utilized by the industry or other beneficiaries	Leading	0	4	5	5	5	5.00	4 Climate Change Studies utilized by PAGASA: AIT-1, MEC-1, TFS-1, JJDL-1
	PI 12. Number of research-related awards (research conducted by faculty or students with faculty)	Leading	0	0	N/A	3	4	3.50	Many papers presented, unfortunately no award received so far
	Total Points			Subtotal:				170.50	
UMFO 4.	EXTENSION SERVICES								
	PI 1: Number of trainees weighted by the length of training (man-hours)	Leading	240	2,690	5	5	5	5.00	ROC (Balik Scientist): Biodiesel Production Training at RERC; AG: TESDA-VSU Training co-managed with ME Dept.
	PI 2: Number of trainings conducted	Leading	1	2	5	5	5	5.00	ROC: Biodiesel Production; AG: TESDA-VSU Training co-managed with ME Dept.
	PI 3: Number of IEC materials/techno-guides developed/used	Leading	1	2	5	5	5	5.00	RCG-1: Solar Technoguide; AIT-1: ABE Brochure for Incoming Students
	PI 4: Number of beneficiaries served								
	Groups	Leading	2	9	5	5	5	5.00	1 Biogas Training Batch; 3 RERC Field Trip Groups; 4 Senior High Schools: VSULHS, Ormoc, Hilongos, & Baybay; 1 TESDA Training Batch
	Individuals	Leading	15	255	5	5	5	5.00	Biogas Training=50 persns; RERC Field Trips = 100 persons; Senior High Schools = 80 students from VSULHS, Ormoc, Hilongos, & Baybay; TESDA Training=25 persns
	PI 5: Number of technical/expert services provided/rendered								
	Research Mentoring	Leading	1	2	5	5	5	5.00	RCG-1 & AIT-1: Separate research mentorings to junior DABE faculty
	Peer reviewers/Panelists	Reviewing/ Evaluating	0	1	5	5	5	5.00	AIT: Journal of Society & Technoly

	Resource Person	Leading & Lecturing	2	6	5	5	5	5.00	RCG-2: CHED-TPET; AIT-4: ATI Trainings in Isabela and VSU; 2 Board Reviews handled in MSU-Gensan & SPAMAST-Digos
	Convenor/Organizer	Leading	1	1	5	4	5	4.67	RCG-1:CHED-TPET Forum
	Consultancy	Leading & Delivering Consultancy	1	3	5	5	5	5.00	AIT-2 Feasibility Study Consultancy at Kurin, Manadaue City & DBSN Farms; RCG-1, ROC-1: DBSN Farms Biodiesel Concerns
	Evaluator	Leading & Evaluating	0	6	5	5	5	5.00	6 Faculty as Thesis/OJT evaluators
	PI 6: Number of extension projects conducted	Leading	1	3	5	5	5	5.00	ROC: Biogas Training at RERC; AG: TESDA-VSU Trainings co-managed with ME Dept.; RCG: Field Trips hosting
	PI 7: Number of extension proposals submitted	Leading	1	1	5	5	5	5.00	TESDA-VSU Trainings co-managed with ME Dept.
	PI 8: Number of extension proposal approved	Leading	1	1	5	5	5	5.00	TESDA-VSU Trainings co-managed with ME Dept.
	PI 9: Amount of extension money generated from external funding (Thousand PhP)	Leading	0	100	5	5	5	5.00	TESDA-VSU Trainings co-managed with ME Dept.
	PI 10: Amount of extension money generated from institutional funding (Thousand PhP)	Leading	30	100	5	5	5	5.00	VSU Counterpart in kind
	PI 11: Percentage of beneficiaries who rated the training course and advisory services as satisfactory or higher in terms of quality and relevance	Leading	60%	100%	5	5	5	5.00	TESDA-VSU Trainings co-managed with ME Dept.
	PI 12: Number of extension-related awards (extension conducted by faculty or student and faculty)	Leading	0	0	N/A	3	4	3.50	No opportunity yet
	Total Points				Subtotal:			88.17	
UMFO 5. SUPPORT TO OPERATIONS (STO)									
OVPI MFO 1. Faculty Development Services									
	PI 1: Number of faculty pursuing advanced degree programs	Leading	2	2	5	5	5	5.00	Engr. Eldon De Padua & Engr. Ma. Grace Sumaria
OVPI MFO 2. Faculty Recruiting/Hiring Services									
	PI 2: Number of faculty recruited/aligned with university RSP policy and competency-based HRM	Leading	0	N/A					N/A, none hired during the period

OVPI MFO 3. Faculty Evaluation Services

	PI 3: Number of seminars/trainings/ conventions/workshops organized/ coordinated for the entire university	Leading	1	2	5	5	5	5.00	RCG-1: ISO Workshops
	PI 4: Number of seminars/trainings/conventions/workshops outside the university	Leading	2	2	5	5	5	5.00	RCG-1:CHED-TPET Workshops
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating of the subjects evaluated	Leading	60%	100%	5	5	5	5.00	All faculty were rated VS or higher on the average
	PI 6: Number of college/department - level seminars/trainings/workshops/reviews conducted/attended/facilitated	Leading	3	3	5	5	5	5.00	Undergrad Theses Review, MS Theses Review, OJT Reports Review

OVPI MFO 4. Program and Institutional Accrediation Services

	PI 1: Number of degree programs which passed accreditation/evaluation at least level 1	Leading	1	2	5	5	5	5.00	BSAE & BSABE
	PI 2: Degree program compliant with CHED requirements	Leading	1	2	5	5	5	5.00	BSAE & BSABE
	PI 2a. QMS on faculty recruitment, development	Leading			N/A	N/A	N/A		Not applicable

UMFO 6. GENERAL ADMINISTRATION & SUPPORT SERVICES

	PI 1. Number of Risk Assessment/Review conducted	Leading	1	1	5	5	5	5.00	DAE Risk Assessment in coordination with Dean's Office
	PI 2. Number of risks identified	Leading	5	10	5	5	5	5.00	10 Risks identified
	PI 3. Number of risks adressed/minimized	Leading	5	10	5	5	5	5.00	10 Risks minimized
	PI 4: Number of legitimate complaints received	Leading	0	0	5	5	5	5.00	Outstanding; none received
	PI 5: Percentage of complaints indicated in PI 4, if any, addressed within the prescribed period	Leading	100%	100%	5	5	5	5.00	100% or equivalent to "no complaint to comply"

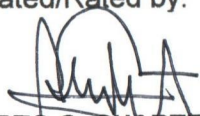
	PI 6. ADDITIONAL OUPUTS* (In instruction, research, extension, production, and/or administration not found in the original commitment)								
	Board Topnotchers	Leading	0	2	5	5	5	5.00	2 ABE Board Exam Topnochers: Top 3 - Gerald Ompod, Top 7 - Donna Pagliawan
	International Accreditation	Leading	0	1	5	5	5	5.00	1 International Accreditation obtained - Washington Accord
	Nationa Accreditation	Leading	0	1	5	5	5	5.00	AACCUP Level 3 Phase 2 (2nd to highest level)
	Regional Accreditation	Leading	0	1	5	5	5	5.00	CHED-RQAT Region VIII
	Number of DOST Balik Scientists Hosted	Leading & Coordinating	0	1	5	5	5	5.00	1 DOST Balik Scientist hosted at RERC - Dr. Rico O. Cruz
	Number of Field Trips Entertained	Leading & Orientation Instructor	0	4	5	5	5	5.00	4 Field Trips Oriented at RERC
			Subtotal:					55.00	
Total Over-all Rating						382.000			
Average Rating						4.835			
Adjectival Rating						Outstanding			

LEGEND: AIT - Arthur It. Tambong; RCG - Roberto C. Guarate; MBL-Manolo B. Loreto; MEC - Manuel C. Casangcapan; TFS - Triana F. Soroño; JJD L - Jessie James D. Layan; FLS - Feliciano L. Sinon Jr.
DLST - Daniel Leslie S. Tan; ROC - Rico O. Cruz (DOST Balik Scientist hosted at RERC); LGM - Lorbert G. Mazo; AG - Alan Guarate

Comments & Recommendations for Development Purpose:

Needs to exert further on research and extension.

Evaluated/Rated by:


ROBERTO C. GUARTE, Ph.D.
Unit Head/Immediate Supervisor
Date: _____

Recommending Approval:


ROBERTO C. GUARTE, Ph.D.
Dean/Director
Date: _____

Approved by:


BEATRIZ S. BELONIAS, Ph.D.
Vice President
Date: _____

1 - Quality, 2 - Efficiency, 3 - Timeliness, 4 - Average

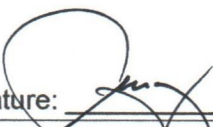
PERFORMANCE MONITORING & COACHING JOURNAL

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X	2nd	
	3rd	
	4th	

Name of Office: College of Engineering

Head of Office: Dr. Roberto C. Guarte

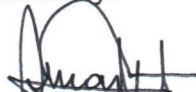
Name of Faculty/Staff: Prof. Arthur It. Tambong

Signature:  Date: 6/30/19

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
I. MONITORING					
Monitoring of the submission of Outcomes-Based Syllabus by Department	Reminded heads to strictly monitor submission of OBE Syllabus by the faculty members	Included in ManCom and Collegewide Meetings	COE Memos 02, 05, 14 s. 2019	Notices of Meeting	Faculty members have submitted OBE Syllabus of their respective subjects
Monitoring of Faculty members performance with OBE principles	Reminded heads to monitor faculty members regularly	Included in ManCom and Collegewide Meetings	COE Memos 08, 14 s. 2019	Notices of Meeting	All faculty members have adopted OBTL Syllabus
Monitoring of Attendance of Faculty and Staff members	Reminded heads to monitor attendance of faculty members regularly	Included in ManCom and Collegewide Meetings	COE Memos 05, 06, 14 s. 2019	Notices of Meeting	Monitored using logbook
Monitoring of Classroom observations by the Department Heads	Reminded heads to monitor the conduct of classroom instruction by faculty members regularly	Included in ManCom and Collegewide Meetings	COE Memos, 06, 14 s. 2019	Notices of Meeting	Conducted unscheduled monitoring of classroom instruction
Monitoring of the conduct of exit survey of graduating students	Reminded heads to conduct exit survey of graduating students following the established COE OBE format	Included in ManCom and Collegewide Meetings	COE Memos 06, 14 s. 2019	Notices of Meeting	Most of the departments have started conducting OBE-based Exit Survey of graduating students
Monitoring of the submission of OPCR-IPCR	Reminded heads to monitor submission of OPCR and IPCR following COE template	Included in ManCom and Collegewide Meetings	COE Memo 05, 06, 08, 14 s. 20190506, 08, 14 s. 2019	Notices of Meeting	Faculty and staff were constantly reminded to submit on time their OPCR-IPCR

II. COACHING					
Coaching on the submission of Outcomes-Based Syllabus by Department	Reminded heads to strictly monitor submission of OBE Syllabus by the faculty members	Included in ManCom and Collegewide Meetings	COE Memos 02, 05, 14 s. 2019	Notices of Meeting	Faculty members have submitted OBE Syllabus of their respective subjects
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Conducted by:


ROBERTO C. GUARTE
 Immediate Supervisor

Noted by:

BEATRIZ S. BELONIAS
 Next Higher Supervisor



Visayas State University
College of Engineering
Visca, Baybay City, 6521-A, Leyte, Philippines

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Prof. Engr. Arthur It. Tambong**

Performance Rating:

Aim: Prof. Engr. Tambong as an effective and efficient implementor of the new OBE'dized four (4)-year degree program in Bachelor of Science in Agricultural and Biosystems Engineering (BSABE) as provided for in the new CMO 94, s. of 2017

Proposed Interventions to Improve Performance:

Note: Prof. Engr. Tambong will be developed into an effective implementor of the new OBE'dized four (4)-year BSABE Program as his performance last year is already O.

Date: January 2019

Target Date: June 2019

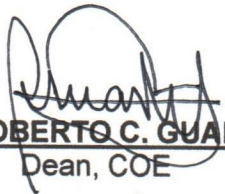
First Step

- Reorientation on the Outcomes-Based Education principles, orientation of the provisions of the new Policies, Standards, and Guidelines (PSG) in the offering of the new BSABE as provided for in CMO 94, s. 2017, and the implementation of the new VSU BSABE Curriculum


Results:

- Mastery on the provisions of CMO 94, s. 2017
- Mastery on the preparation of an OBTL Syllabus Course Content and Plan

Prepared by:


ROBERTO C. GUARTE
Dean, COE

Conforme:


ARTHUR IT. TAMBONG
Head, DABE