SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS

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

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (100%)		4.71	
b. Students (0%)		0.00	
TOTAL for Instruction	90%	4.71	4.24
2. Research	0%	0.00	0.00
3. Extension	0%	0.00	0.00
4. Administration & Support to Operation	10%	5.00	0.50
5. Production	0%	0.00	0.00
TOTAL			4.74

*Instructor I- January-June 2020

EQUIVALENT NUMERICAL RATING: 4.74
Add: Additional Points, if any:
TOTAL NUMERICAL RATING: 4.74

ADJECTIVAL RATING: Outstanding

Prepared by:

EULALIO C. COLUBIO, JR.
Name of Faculty

Reviewed by:

JANNET C. BENCURE
OIC Head, Dept. of Geodetic Eng'g

Recommending Approval:

ROBERTO C. GUARTE
Dean, CET

Approved:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs

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VISAYAS STATE UNIVERSITY

"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 with accomplishments in accordance with the indicated measures for the period **January to June 2020**.

Approved:

EULALIO C. COLUBIO, JR.
Instructor I
Date: September 30, 2020

JANNET C. BENGURE
OIC Head
Date: September 30, 2020

ROBERTO C. GUARTE
College Dean
Date: September 30, 2020

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	Eficiency	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								
		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							

		_A4_ . _Number of students entertained for consultation purposes_	_Entertains students seeking consultation with faculty_							
	PI 9: Number of instructional materials developed *	_A5_ . _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 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_	2	20.30	5	5	5	5.00	Geng 122n, Geng 158, and ESCI 121n
		_A10_ . _Number of grade sheets submitted within prescribed period_	Prepares gradesheet and submits on or before deadline	2	3	5	4	4	4.33	Geng 122n, Geng 158, and ESCI 121n
		_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	5	12	5	5	5	5.00	7 Geng 133c, 5 Geng 158
		_A12_ . _Number of trainings attended related to instruction_	Attend mandated trainings	2	2	5	5	5	5.00	Attended online webinar for Moodle class
		_A13_ . _Number of long examinations administered and checked_	Administers and checks long examination for subjects taught	4	4	5	4	5	4.67	Geng 122n, Geng 158, and ESCI 121n

		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	12	5	5	4	4.67	Geng 122n, Geng 158, and ESCI 121n
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	12	16	5	5	4	4.67	Geng 122n, Geng 158, and ESCI 121n
PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviserto students		5	5	5	5	4	4.67	5th Year BSGE Students
	A17. Number of students advised on thesis/ field practice/special problem:									
	As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript		1	1	5	5	4	4.67	A.J. Dandoy;
	As SRC Member	Advises and corrects research outline and thesis/SP manuscript		0						
	A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades		1	1	5	4	5	4.67	E.T. Napoles
PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USOO								
	A20. Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities								
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		1	1	5	5	4	4.67	GEng 113
	On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof		1	2	5	5	4	4.67	GEng 113, GEng 123n
	Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught		1	2	5	5	4	4.67	Geng 122n, Geng 158, and ESCI 121n
	Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.		2	2	5	5	4	4.67	Geng 122n, Geng 158, and ESCI 121n
	A 23 : 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		1	1	5	5	4	4.67	GEng 113
	A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom		2	2	5	5	4	4.67	GEng 123n, GEng 158

	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								
		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								
		In refereed int'l journals									
		In refereed nat'l/regional journals									
	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								
		In int'l fora/conferences									
		In nat'l/regional fora/conferences									
	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 paper							
		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							
	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							
	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	Implementes 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							
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								

	Convenor/Organizer	_Convenor/Organizer_							
	Consultancy	_Consultant_							
	Evaluator	_Evaluator_							
	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	1					
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 theQMS 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	5	5	5.00
		A 45. 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
		On program accreditations							
		On institutional accreditations							
UMFO 6. General Admin. & Support Services (GASS)									
	PI 2. Zero percent complaint from clients served	**A 46**. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint				
	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 performfing 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						
Total Over-all Rating							85.33	
Average Rating							4.74	
Adjectival Rating							O	

Average Rating (Total Over-all rating divided by 4)			4.74
Additional Points:			
Approved Additional points (with copy of approval)			
FINAL RATING			4.74
ADJECTIVAL RATING			OUTSTANDING

Comments and Recommendations for Development Purposes:

- Conduct research
- Finish masteral degree ASAP.

Evaluated & Rated by:

JANNET C. BECURE
OIC Head, DGE
Date: September 30, 2020

Recommending Approval

ROBERTO C. GUARTE
Dean, CET
Date: September 30, 2020

Approved by:

BEATRIZ S. BELONIAS
Vice President 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 three (3) professional courses/subjects Geng 122n, Geng 158, and ESCI 121n	Students' grade per course taught and Student Performance Evaluation From (CQI Form 6)	January 2020	May 2020	May 2020	impressive	Outstanding	Finish the graduate studies and attend trainings and seminars to improve teaching skills
2	Assist students through advising and consultation	Improved student performance	January 2020	May 2020	May 2020	impressive	Very satisfactory	Provide more interventions for the improvement of students' performance
3	Develop/revise syllabus and instructional materials	Syllabus and IMs approved by the Dean and IMs approved by MMDC	January 2020	May 2020	May 2020	Needs improvement	Very satisfactory	Should develop lecture and lab manuals, following the format prescribed by MMDC
		on-line course ware developed and submitted	May 2020		June 2020	impressive	Very satisfactory	Should submit Instructional module on time
4	Assess students and submit grades to measure students' performance	CQI Form #6, Grades submitted to the registrar	January 2020	May 2020	June 2020	Needs improvement	Very satisfactory	Should submit grades and CQI Form #6 on time

| 5 | Participate in all activities conducted by the department, college, and the university | Attendance, certificates if applicable | January 2020 | December 2020 | | Needs improvem ent | Very satisfactory | Should participate actively in all activities |
| 6 | Perform other functions assigned by the head, dean, and the university | OJT Coordinator | January 2020 | December 2020 | | impressive | Outstanding | Performs functions duly assigned to him |

* Either very impressive, impressive, needs improvement, poor, very poor
** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

jcb20-10

JANNET C. BENCURE
OIC Head

Exhibit L

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Eulalio C. Colubio, Jr.**
Performance Rating: _____

Aim: Engr. Eulalio C. Colubio, Jr. as Master's Degree holder in compliance to VSU Rules and Regulations and to the CHED Requirements and be an effective and efficient implementor of the new OBEdized four (4) year BSGE degree program and the department's RDE Agenda in his field of specialization.

Proposed Interventions to Improve Performance:

Date: January 2020   Target Date: June 2020

First Step:

A re-orientation on the Outcomes-Based Education principles, provisions of the new Policies, Standards, and Guidelines in the offering of the new BSGE curriculum as provided for in CMO 89, s. 2017 will be given. He should likewise attend trainings, conferences, and conventions to strengthen his competencies and qualifications.

Result:

The faculty was able to prepare and submit Outcomes-Based (OBE) Teaching Manual and Learning (OBTL) Syllabus in accordance to the minimum requirements provided by the CMO 89, s. 2017 and the university. Likewise, the faculty was able to implement OBE in all his subjects in the new normal scheme. Also, an application of the knowledge learned in terms of instruction, research and extension activities of the department will be implemented by attending trainings, seminars and conferences.

Date: July 2020   Target Date: December 2020
Next Step:

Engr. Colubio will be recommended by the Department Personnel Committee in relation to his application to leave without pay in order for him to be focused on his thesis study.

Outcomes:

1. Completion of MS Degree requirements

Final Step/Recommendation:
After earning Master's degree, Engr. Colubio must continue to implement the BSGE OBE Curriculum and actively participate in the department's RDE plans and projects.
Prepared by:

jcb20-03
Jannet C. Bencure
OIC Head, Department of Geodetic Engineering

Conforme:

ecc20-01
Eulalio C. Colubio, Jr.
Name of Ratee Faculty