



Exhibit K

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

Name of Faculty Member: Rev Rhizza L. Aure

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x %) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.49	
b. Student (50%)		2.50	
Total for Instruction	80%	4.99	3.99
2. Research			
a. Client/Dir. For Research (50%)		0.00	
b. Dept. Head/Center Director (50%)		2.19	
Total for Research	5%	2.19	0.11
3. Extension			
a. Client/Dir. For Extension (50%)		0.00	
b. Dept. Head/Center Director (50%)		2.07	
Total for Extension	5%	2.07	0.10
4. Support to Operation	5%	5.00	0.25
5. Administration	5%	5.00	0.25
TOTAL			4.71

EQUIVALENT NUMERICAL RATING:

4.71

Add: Additional points, if any:

TOTAL NUMERICAL RATING:

4.71

ADJECTIVAL RATING:

Outstanding

Prepared by:

REV RHIZZA L. AURE

Name of Faculty

Reviewed by:

MA. THERESA P. LORETO

Dean, CAS

Recommending Approval:

MA. THERESA P. LORETO

Dean, CAS

Approved:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs



VISAYAS
STATE UNIVERSITY



DEPARTMENT OF PHYSICS

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, Rev Rhizza L. Aure, a faculty member of the DEPARTMENT OF PHYSICS commit to the deliver and agree to be rated on the attainment of the following ACCOMPLISHMENTS in accordance with the indicated measures for the period July-December, 2023.

REV RHIZZA L. AURE
Associate Professor

16 JAN 2024

Approved:

REV RHIZZA L. AURE
Department Head

16 JAN 2024

MA. THERESA P. LORETO
College Dean

JAN 22 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	Handled subjects/courses assigned	N/A						
	PI 8: Number of graduate students advised *	A2. Number of students advised	Acts as academic adviser to graduate students	N/A						
		A3 . Number of students advised on thesis/special problem/dissertation		N/A						

		As GAC Chairman	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		AS GAC Member	Advises and corrects research outline and thesis/SP/dissertation manuscript	N/A						
		A4 . Number of students entertained for consultation purposes	Entertains students seeking consultation with faculty	N/A						
	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	N/A						
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	N/A						
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	N/A						
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	N/A						
		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	N/A						
		A 7 : Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom	N/A						
	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	N/A						

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	Teaches: 2nd Sem 22-23: Phys132; Phys 111 MidYear 22-23: Phys 112 1st Sem 23-24: Phys 131n;Phys 21n	12	12	5	5	5	5.00	2nd Sem AY 22-23: Phys13; Phys 111 MidYear AY 22-23: Phys 112 1st Sem AY 23-24: Phys 131n;Phys 21n =
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	4	6	5	5	4	4.67	2nd Sem AY 22-23: Phys132; Phys 111 MidYear AY 22-23: Phys 112 1st Sem AY 23-24: Phys 131n;Phys 21n
		A11. 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 prescribed period	5	1	5	5	5	5.00	Phys 21n
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	5	5	5	5	5.00	1. Training on Fluorescence Videomicroscopy; 2. Faculty Onboarding 3. 2nd USC & VSU Biophysics Symposium 4.NRCP Visayas Regional Cluster Convention and Stakeholders' Engagement 5. The 5S Revolution for Clerks & Heads
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	6	4	5	5	5	5.00	3
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	18	5	5	5	5.00	Phys13; Phys 111 MidYear AY 22-23: Phys 112 1st Sem AY 23-24: Phys 131n;Phys 21n

		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required							
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students							
		A17. Number of students advised on thesis/ field practice/special problem:		N/A						
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	N/A						
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	0	2	5	5	5	5.00	
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	5	10	5	5	5	5.00	Consultation through email, VSUEE, and Face-to-Face
	PI 9: Number of student organizations advised/ assisted *	A19. Number of Student organizations advised	Advises student organizations recognized by USSO							
		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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	4	5	5	5	5.00	Phys 13 (1 lec); Phys 111 (1 lec); Phys 112 (1lec); Phys 131n (1lec); Phys 21n (1lec)
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	4	5	5	5	5.00	Phys 13 (1 lec); Phys 111 (1 lec); Phys 112 (1lec); Phys 131n (1lec); Phys 21n (1lec)
		Assessment tools	Prepares assessment tools such as long exam and quizzes	2	10	5	5	5	5.00	Phys 13 (1 lec); Phys 111 (1 lec); Phys 112 (1lec); Phys 131n (1lec); Phys 21n (1lec)

		A 23 : 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							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using VSUEE	2	3	5	5	5	5.00	Phys 112 (1lec); Phys 131n (1lec); Phys 21n (1lec)
	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	0	1	5	5	5	5.00	Memorandum of Agreement with Research Center for Theoretical Physics, CVIF
		Number of OBE course syllabus prepared and approved for use	Prepares OBE Course Syllabus depending on course taught	0	2	5	5	5	5.00	Phys13(1 lec); Phys 111 (1 lec)
		Number of TOS prepared and submitted within prescribed period	Prepares TOS depending on course taught	0	6	5	5	5	5.00	Phys 112; Phys 131;Phys 21n (MT&FT)
		Revised Powerpoint lecture presentation (per course)		0	2	5	5	5	5.00	PhSc 112 (1 lec); Phys13(1 lec)
		Scholarship (VSU Financial Assistance) for BSAP students		0	1	5	5	5	5.00	Scholarship Contract Signing for BSAP students
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal	1	1	5	5	5	5.00	VSUEE
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	0	0					
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1	0	5	4	4	4.33	In progress

	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>		1	0	5	4	3	4.00	In progress
		<i>In refereed nat'l/regional journals</i>		1	0	5	4	3	4.00	In progress
	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 scientific fora/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>		1	2	5	5	5	5.00	In-house review: 1. Microrheological Characterization of Selected Plant Oils; 2. Investigating the relationship of GMSL and ENSO using white noise analysis
	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	25%	0%	4	3	3	3.33	In progress
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)		0						
		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	0						
		A 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output	0						
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal	0						

		No. of approved projects	Takes charge of the project and ensures submission of relevant documents	0	2	5	5	5	5.00	1. Microrheological Characterization of Selected Plant Oils; 2. Investigating the relationship of GMSL and ENSO using white noise analysis
	Additional outputs *	Number of seminars/trainings/conventions/workshops coordinated for entire university *		0	1	5	5	5	5.00	2nd USC and VSU Biophysics Symposium; 10th Jagna International Workshop
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	1	0	5	4	3	4.00	
	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	1	0	4	4	3	3.67	
	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	1	0	4	4	3	3.67	
	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	50%	0	4	4	3	3.67	
	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	0						
	Research Mentoring	Research Mentor		0						

	Peer reviewers/Panelists	Peer reviewers/Panelists		0	2	5	5	5	5.00	1. USC Research Proposal Presentation Defense (Thesis panel) 2. DepEd Region 8 RSTMF
	Resource Persons	Resource Persons		0	1	5	5	5	5.00	DepEd RSTMF, Regional IP-Master class (Re-Echo training)
	Convenor/Organizer	Convenor/Organizer		0						
	Consultancy	Consultant		0						
	Evaluator	Evaluator		0						
	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	25%	0	5	4	3	4.00	In progress
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extn. conducted by faculty or student & faculty) *		0						
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal	0						
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	zero non-conformity	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	100%	5	5	5	5.00	
		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	Zero % complaint	Zero % complaint	5	5	5	5.00	
	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	0						
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal	0						
		No. of meetings presided	Conducts/presides departmental meetings.	8	8	5	5	5	5.00	Department of Physics Meetings
		No. of request/recommendation/invitation letters submitted	Submits request/recommendation/invitation letter for department operations	5	10	5	5	5	5.00	Letters submitted to the following: OP, OVPA, OVPAF, OVPREI, OVPRRGAS, Registrar's Office, and other VSU offices
		No. of job request submitted	Submits job request for department operations	0	8	5	5	5	5.00	Job Requests submitted to PPO
<u>Comments and Recommendation</u> Dr. Anne should continue crafting proposals for possible funding.					Total Over-all Rating	186	180	172	179.3	
					Average Rating	4.9	4.7	4.5	4.7	
					Adjectival Rating	Outstanding				

Evaluated & Rated by:

REV RHIZZA L. AURE

Department Head

Date:

Recommending Approval

MA. THERESA P. LORETO

Dean, College of Arts and Science

Date: JAN 22 2024

Approved by:

BEATRIZ S. BELONIAS

Vice President for Instruction

Date:

01/31/24

PERFORMANCE MONITORING & COACHING JOURNAL

	1st	Q U A R T E R
	2 nd	
✓	3 rd	
✓	4th	

Name of Office: Department of Physics

Head of Office: Dr. Rev Rhizza L. Aure

Name of Faculty: Assoc. Prof. Rev Rhizza L. Aure

Activity Monitoring	MECHANISM				Remarks
	Meeting		Memo	Others (Pls. specify)	
	One-on-One	Group			
Monitoring		Reminded the faculty members during meetings on the submission of OBE Course Syllabus, TOS, grades and other documents		During monthly meetings	Faculty members have submitted the documents
Coaching					
		<ul style="list-style-type: none">Encouraged the faculty to make research and extension proposals			TPES result Outstanding

Note: Please indicate the date in the appropriate box when the monitoring was conducted.

Conducted by:

MA. THERESA P. LORETO
Immediate Supervisor

Noted by:

BEATRIZ S. BELONIAS
Next Higher Supervisor

EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Rev Rhizza L. Aure

Performance Rating: Outstanding

Aim: Encourage him to do the following:

1. Submit research and extension proposals.
2. Attend seminars trainings, conferences; and
3. Pursue his post-doctoral degree in physics and allied fields.

Proposed Interventions to Improve Performance:

Date: _____ Target Date: One year from date of intervention

First Step:

-
1. Inform him to submit research and extension proposal.
 2. Inform him to attend seminars, trainings, and conferences

Result:

Date: _____ Target Date: _____


Next Step:

1. Follow-up the submission of research and extension proposals
2. Endorse his attendance to seminars, trainings, and conferences.


Outcome/s:

1. Submitted research and extension proposal/s to different funding agencies
2. Attended seminars, trainings, and conferences

Prepared by:


MA. THERESA P. LORETO
Dean, CAS

Conforme:


REV RHIZZA L. AURE
Name of Faculty