

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS July-Dec 2021

Name of Faculty Member: **DANIEL LOR (Department Head)**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
16. Instruction			
g. Head/Dean (50%)		$4.778 \times 50\% = 2.389$	
h. Students (50%)		$4.50 \times 50\% = 2.25$	
Total for Instruction	75%	4.639	3.479
17. Research			
i. Client/Dir. for Research (50%)			
j. Dept. Head/Center Director (50%)			
Total for Research			
18. Extension			
i. Client/Dir. for Extension (50%)			
j. Dept Head/Center Director (50%)			
Total for Extension	5%	4.67	0.23
19. Administration	20%	4.75	0.95
20. Production			
TOTAL			4.66

EQUIVALENT NUMERICAL RATING: 4.66
 Add: Additional Points, if any: 0.00
 TOTAL NUMERICAL RATING: 4.66

ADJECTIVAL RATING: **Outstanding**

Prepared by:

DANIEL C. LOR
Name of Faculty

Reviewed by:

DANIEL C. LOR
Department Head

Recommending Approval:

JANNET C. BENCURE
Dean, CET

Approved:

BEATRIZ S. BELONIAS
Vice President, Academic Affairs

MFO No.	Success/Performance Indicator (PI)		Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
					% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	a.	pursuing advanced research degree program (Ph.D) *										
	b.	actively pursuing in the last three (3) years (investigative research, basic and applied scientific research, policy research social science research)										
	c.	producing technologies for commercialization or livelihood improvement										
	d.	whose research resulted in an extension program										
	OVPI MFO 2. Graduate Student Management Services										Not yet applicable	
	PI 1: Percentage of graduate students enrolled in research degree programs *		Dept. Head & Faculty									2%
	PI 2: Percentage of accredited graduate programs *		Dept. Head & Faculty									2%
	PI 3: Number of graduate degree specializations offered and monitored *		Dept. Head & Faculty									2%
	PI 4: Total FTE coordinated, implemented & monitored*		Dept. Head & Faculty									2%
	PI 5: Percentage increase in number of graduate students enrolled *		Dept. Head & Faculty									2%
	PI 6: Percentage increase in number of students who graduated within prescribed period *		Dept. Head & Faculty									2%
	PI 7: Number of graduate students awarded with honors/distinction *		Dept. Head & Faculty									2%
	PI 8: Number of graduate students advised *		Dept. Head & Faculty									2%
	PI 9: Number of instructional materials developed *		Dept. Head & Faculty									
	On-line ready courseware											
	Flexible instructional materials											
	Assessment tools											
	PI 10: Number of virtual classrooms created and operationalized											
MFO 2	HIGHER EDUCATION SERVICES (50%)											
	PI 1. Percentage of first time licensure exam takers that pass the licensure exams *		Dept. Head & Faculty								Not Applicable	7.5%
	PI 2. Percentage of graduates (2 years prior) that are employed *		Dept. Head & Faculty								Not Applicable	2.5%

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs *	Dept. Head & Faculty	100%	100%	100%	5.0	##	4.00	4.67	BS in Meteorology degree program	2.5%
	PI 4. Percentage of undergraduate programs with accreditations *	Dept. Head & Faculty								Not Applicable	2.5%
	PI 5: Total FTE, coordinated, implemented and monitored *	Dept. Head & Faculty	12	193%	23.16	5.0	##	5.00	5.00	Teaches the ff subjects: Lor: ESci 114, PhSc 119, PhSc 118	20%
	PI 8: Number of students advised: *	Dept. Head & Faculty									
	On thesis/ field practice/special problem										1%
	No. of approved manuscript submitted within prescribed period										1%
	On consultation										0.5%
	PI 9: Number of student organizations advised/ assisted *	Dept. Head & Faculty									
	Student organizations advised		2	50%	1	5.0	5.0	5.0	5.00	MetSoc;	1.25%
	Student organizations assisted on student related activities										1.25%
	PI 10: Number of instructional materials developed *	Dept. Head & Faculty								Title and name of faculty	10%
	On-line ready courseware	Dept. Head & Faculty	8	38%	3	5.0	5.0	5.0	5.00	Teaches the ff subjects: Lor: ESci 114, PhSc 119, PhSc 118	
	Flexible instructional materials	Dept. Head & Faculty	8	38%	3	5.0	5.0	4.0	4.67		
	Assessment tools	Dept. Head & Faculty	8	138%	11	5.0	5.0	4.0	4.67		
	PI 10: Number of virtual classrooms created and operationalized	Dept. Head & Faculty	8	38%	3	5.0	5.0	5.0	5.00		
	PI 11: Additional Outputs	Dept. Head & Faculty									
MFO 3	RESEARCH SERVICES (10%)										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	Dept. Head & Faculty								needs project titles	2%
	PI 2. Number of research outputs completed within the year *	Dept. Head & Faculty	1		0					needs project titles	2%
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	Dept. Head & Faculty								needs title of publication, name of journal and where published	

[illegible]

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	OVPI MFO 1. Faculty Development Services										
	PI 1: Number of faculty pursuing advanced research degree programs (PhD) facilitated, monitored and assisted *	Dept. Head & Faculty									#####
	OVPI MFO 2. Faculty Recruitment/Hiring Services										
	PI 2: Number of faculty recruited/hired based on needed competencies and aligned with ISO standards *	Dept. Head & Faculty									#####
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops coordinated for entire university *	Dept. Head & Faculty									0.25%
	PI 4: Number of seminars/trainings/ conventions/workshops coordinated outside of the university *	Dept. Head & Faculty									0.25%
	PI 5: Percentage of faculty rated by students with at least very satisfactory rating in 50% of the subjects evaluated *	Dept. Head & Faculty	80%	100%	80%	5.0	5.0	5.0	5.00	TPES on line for the faculty	0.75%
	PI 6: Number of in-house seminars/trainings/ workshops/reviews conducted *	Dept. Head & Faculty									0.25%
	PI 7: Additional outputs *	Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to										0.25%
	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	Dept. Head & Faculty	100%	100%	100%	4.0	5.0	4.0	4.33	Zero non-conformity (No NC)	2.50%
MFO 6	General Admin. & Support Services (GASS)										
	PI 1. Submission of College/Department PPMP for the following year within deadline as prescribed by BAC*	Dept. Head	1	100%	1	4.0	5.0	5.0	4.67		1%
	PI 2. Zero percent complaint from clients served	Dept. Head & all faculty & staff	1 valid complain	No complain							2%
	PI 3. Number of coaching sessions among faculty & staff**	Dept. Head	1	600%	6	4.0	5.0	4.0	4.33		
	PI 4. Number of planning sessions, tracking and monitoring of targets, etc. conducted to ensure attainment of department	Dept. Head	3	67%	2	5.0	5.0	5.0	5.00	Meeting for the OPCR & IPCR	

MFO No.	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	Actual Accomplishments		Rating				Remark (Details of the targetted output indicators with **)	% weight
				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average		
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	12	117%	14	5.0	5.0	5.0	5.00	Monthly department meeting, every first Tuesday of the Month; Special meetings: Enrollment; Curriculum; Instructional; Meteorology Building;	
	PI 3: Additional Outputs	Dept. Head & all faculty & staff									
	Number of Best practices/new initiatives in academic units' management replicated/benchmarked by other depts/agencies *									explain here briefly why consider said department practice can be considered as a best practice	2%
						71.0	75.0	69.0	71.7		
Total Over-all Rating						71.667					
Average Rating				125.09%		4.778					
Adjectival Rating						Outstanding					

Comments & Recommendation for DEvelopment Purpose:

Complete your MS degree as soon as possible.

Evaluated & Rated by:

JANNET C. BENCURE

Dean, CET

Date: 1/25/2022

Recommending Approval:

JANNET C. BENCURE

Dean, CET

Date: 1/25/2022

Approved:

BEATRIZ S. BELONIAS

Vice Pres. for Academic Affairs

Date: 2/4/22

* To indicate in the remarks column the details of the targetted outputs for easy review & calibration

** No percentage weight for ranking purposes since these are activities only expected to be performed at the department level



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EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Daniel C. Lor**

Performance Rating: Outstanding

Aim: Mr. Lor as an effective and efficient implementor of the new OBEdized four (4)-year degree program in Bachelor of Science in Meteorology as provided for in the CMO no. 20 s. 2013

Proposed Interventions to Improve Performance:

Note: Mr. Lor will be developed into an effective implementor of the new OBEdized four (4)-year BSMet Program as he leads the Department of Meteorology.

Date: July 2021

Target Date: December 2021


First Step

- Re-orientation on the Outcomes-Based Education principles, orientation of the provisions of the new Policies, Standards, and Guidelines (PSG) in the offering of the new BSMet as provided for in CMO 20, s. 2013, and the implementation of the new VSU BSMet Curriculum.

Results:

- Mastery on the provisions of CMO 20, s. 2013
- Mastery on the preparation of an OBTL Syllabus Course Content and Plan

Prepared by:


JANNET C. BENCURE
Dean, CET

Conforme:


DANIEL C. LOR
Head, DMet