

## 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%)		4.778x50%= 2.389	
h. Students (50%)		4.50x50% = 2.25	
Total for Instruction	75%	4.639	3.479
17. Research			
<ol> <li>Client/Dir. for Research (50%)</li> </ol>			
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:

Reviewed by

DANIEL C. LOR

Name of Faculty

Department Head

Recommending Approval:

NET C. BENCURE

Dean, CET

Approved:

Vice President, Academic Affairs







#### DEPARTMENT OF METEOROLOGY

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#### INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, DANIEL C. LOR, faculty & head of the Department of Meteorology, College of Engineering & Technology, commits to deliver and agree to be rated on the attainment of the following targets in accordance with the indicated measures for the period <u>July - Dec 2021.</u>

Approved:

DANIEL C. LOR

Faculty & Department Head

Date: 20/11/2022

JANNET C. BENOURE

Dean,CET

Rating Equivalents:

5 - Outstanding

4 - Very Satisfactory
3 - Satisfactory

2 - Fair

INFORMATION ON PERSONNEL FULL-TIME TEACHING EQUIVALENT (FTE)	:	Total FTE (1.	RDE Comn	nitments**	*
Personnel	Number (	1) lin. FTE (2)	Research	Publication	or Extension
Department Head	-	0 ###	#### 0.0	0	0
Faculty w/ Univ. Designated Position	-	0 ###	#### 0.0	0	0
Regular Faculty (VSL)*	-	0 ###	#### 2.0	1	1
Regular Faculty (TLS)*	-	0 ###	#### 0.0	0	0
Part time Faculty	-	0 ###	0.0	0	0
Admin Staff Members	-	0			
TOTAL:			2.0	1	1

Note:

<sup>\*\*\*</sup> Professors and Associate Professors are required to commit RDE outputs (Please Performance Indicators under Research (UMFO 3) and extension (UMFO 4)

MFO No.				Actual Accomplishments		Rating				B		
		Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight
MFO 1	ADVA	NCED EDUCATION SERVICES (20%)										
										Not yet applicable		
	1	PI 1. Percentage of graduate school faculty engaged in	Dept. Head &									4%
		research work applied in any of the following:	Faculty									

<sup>\*</sup> On vacation-sick-leave status. Ratio of Instruction and RDE commitments should determined based on FTE of 18 units

<sup>\*\*</sup> On Teacher's Leave status. Minimum FTE required is 18 units

Actual Rating Accomplishments Remark (Details of the weight Units/Persons Dep Efficiency Timelines Quality Average **Details** MFO No. Success/Performance Indicator (PI) targetted output **Target** Responsible indicators with \*\*) Accomp Accomp % a. pursuing advanced research degree program (Ph.D) 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 2% Dept. Head & degree programs \* Faculty PI 2: Percentage of accredited graduate programs \* Dept. Head & 2% Faculty PI 3: Number of graduate degree specializations offered and Dept. Head & 2% Faculty monitored \* PI 4: Total FTE coordinated, implemented & monitored\* Dept. Head & 2% Faculty PI 5: Percentage increase in number of graduate students Dept. Head & 2% enrolled \* Faculty PI 6: Percentage increase in number of students who graduated Dept. Head & 2% Faculty within prescribed period \* PI7: Number of graduate students awarded with Dept. Head & 2% honors/distinction \* Faculty PI 8: Number of graduate students advised \* Dept. Head & 2% Faculty 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 **HIGHER EDUCATION SERVICES (50%)** MFO<sub>2</sub> PI 1. Percentage of first time licensure exam takers that pass Dept. Head & Not Applicable 7.5% the licensure exams \* Faculty PI 2. Percentage of graduates (2 years prior) that are employed \* Dept. Head & Not Applicable 2.5% Faculty

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

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Actual Rating Accomplishments Remark (Details of the Units/Persons Efficiency **Timelines** weight Dep Average Quality MFO No. Success/Performance Indicator (PI) Details targetted output % Responsible **Target** indicators with \*\*) Accomp Accomp % In refereed int'l journals 1.50% In refereed nat'l/regional journals 0.50% PI 4. Number of research outputs presented in regional/national/ Dept. Head & title of paper, what for int'l fora/conferences \* Faculty a/conference, where and when presented In int'l fora/conferences 1.50% In nat'l/regional fora/conferences 0.50% PI 5. Percent of research proposals approved \* Dept. Head & 0.5% Faculty PI 6. Additional outputs\* Dept. Head & Faculty No. of research-related awards (research conducted by faculty 1.50% or student w/ faculty) MFO<sub>4</sub> **EXTENSION SERVICES (10%)** PI 1. Number of active partnerships with LGUs, industries, Dept. Head & 3 0 2.0% NGOs, NGAs, SMEs, and other stakeholders as a result of Faculty PI 2. Number of trainees weighted by the length of training \* Dept. Head & 25 100% 25 5.0 5.0 4.67 25pax with 2 days of 4.0 2% Faculty training (8 hours per day) PI 3. Number of extension programs organized and supported Dept. Head & 1 2% consistent with the SUC's mandated and priority programs \* Faculty PI 4. Percentage of beneficiaries who rated the training course/s Dept. Head & 80% 100% 80% 4.0 5.0 5.0 4.67 World Meteorological 1% and advisory services as satisfactory or higher in terms of quality Faculty Day (Webinar) PI 5. Number of technical/expert services \* Dept. Head & 1% Faculty Research Mentoring Peer reviewers/Panelists Resource Persons Convenor/Organizer Consultancy Evaluator PI 8. Percent of extension proposals approved \* 100% Dept. Head & 0% 0.5% Faculty PI 11. Additional outputs \* Dept. Head & Faculty No. of extension-related awards (extn. conducted by faculty or 1.5% student & faculty) \* MFO<sub>5</sub> Support to Operations

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	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	Accompl	Rating						
MFO No.				% Accomp	Details	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight
	OVPI MFO 1. Faculty Development Services										
	PI 1: Number of faculty pursuing advanced research degree	Dept. Head &									####
	programs (PhD) facilitated, monitored and assisted *	Faculty									
	OVPI MFO 2. Faculty Recruitment/Hiring Services										
	PI 2: Number of faculty recruited/hired based on needed	Dept. Head &									####
	competencies and aligned with ISO standards *	Faculty									
	OVPI MFO 3. Faculty Evaluation Services										
	PI 3: Number of seminars/trainings/ conventions/workshops	Dept. Head &									0.25%
	coordinated for entire university *	Faculty									
	PI 4: Number of seminars/trainings/ conventions/workshops	Dept. Head &									0.259
	coordinated outside of the university *	Faculty							-		
	PI 5: Percentage of faculty rated by students with at least very	Dept. Head &	80%	100%	80%	5.0	5.0	5.0	5.00	TPES on line for the	0.759
	satisfactory rating in 50% of the subjects evaluated *	Faculty							_	faculty	-
	PI6 : Number of in-house seminars/trainings/ workshops/reviews	Dept. Head &									0.25%
	conducted *	Faculty							-		-
	PI 7 : Additional outputs *	Dept. Head & Faculty									
	Number of faculty/staff awards/honors received related to	racuity					-		-		0.25%
	OVPI MFO 4. Program and Institutional Accreditation Services	<u> </u>									0.237
	PI 8. Compliance to all requirements thru the	Dept. Head &	100%	100%	100%	4.0	5.0	4.0	4.33	Zero non-conformity	2.50%
	established/adequate implementation, maintenance and	Faculty	,	10070	10070	1.0	0.0	1.0	1.00	(No NC)	2.007
	improvement of the QMS of the core processes of the	,								(110110)	
MFO 6	General Admin. & Support Services (GASS)										
	PI 1. Submission of College/Department PPMP for the following	Dept. Head	1	100%	1	4.0	5.0	5.0	4.67		1%
	year within deadline as prescribed by BAC*										
	PI 2. Zero percent complaint from clients served	Dept. Head &	1 valid	No complai		complain					2%
		all faculty &	complai								- /-
		staff	n								
	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	Dept. Head	3	67%	2	5.0	5.0	5.0	5.00	Meeting for the OPCR	
	targets, etc. conducted to ensure attainment of department									& IPCR	

	Success/Performance Indicator (PI)	Units/Persons Responsible	Dep Target	1	tual ishments	Rating				Daniel (Dataile of the	
MFO No.				% Accomp	Details of Accomp	Quality	Efficiency	Timeliness	Average	Remark (Details of the targetted output indicators with **)	% weight
	PI 5. Number of monthly/special faculty & staff meetings conducted**	Dept. Head	12	117%	14	5.0	5.0	5.0		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						STATE OF THE PARTY	.667			
Name and Address of the Owner, where the Owner, which is the Owne	Average Rating			125.09%			STREET, SQUARE,	778			
Adjectival	Adjectival Rating						Outsi	andin	g		

Comments & Recommendation for DEvelopment Purpose:

Complete your MS degree as soon as possible.

Evaluated & Rated by:

Recommending Approval:

Dean, CET

Approved:

BEATRIZ S. BELONIAS Vice Pres. for Academic Affairs

\* 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





# College of Engineering and Technology

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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