SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS
WITH MULTIPLE FUNCTIONS
January – June 2023

Name of Faculty Member: **RUD LUIS G. GONZAGA**

Program Involvement	Percentage Weight of Involvement	Numerical Rating	Equivalent Numerical Rating
(1)	(2)	(Rating x%)	(2x3)
		(3)	
1. Instruction			
a. Head/Dean (100%)		4.55	
		4.55	
b. Students		none yet	
Total for Instruction	95%	4.55	
	Total		**4.3225**
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research			
3. Extension	5%	4.67	**0.2335**
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension			
4. Administration			
5. Production			
Overall Total			~~4.556~~ 4.56

EQUIVALENT NUMERICAL RATING: ~~4.556~~ 4.56

Add: Additional Points, if any: 0.00

TOTAL NUMERICAL RATING: ~~4.556~~ 4.56

ADJECTIVAL RATING: **Outstanding**

Prepared by:

RUD LUIS G. GONZAGA
Name of Faculty

Reviewed by:

CHARLIE S. ANDAN
Department Head

Recommending Approval:

JANNET C. BENCURE
Dean, CET

Approved:

BEATRIZ S. BELONIAS
Vice President, Academic Affairs

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VISAYAS STATE UNIVERSITY

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, MR. RUD LUIS G. GONZAGA, a faculty member of the DEPARTMENT OF METEOROLOGY commit to the deliver and agree to be rated on the attainment of the following ~~targets~~ accomplishments & in accordance with the indicated measures for the period January 1– June 20, 2023. &

Approved:

RUD LUIS G. GONZAGA	**CHARLIE S. ANDAN**	**JANNET C. BENCURE**
Instructor I	Department Head	College Dean
Date: 06 July 2023	Date: 06 July 2023	Date: 7/10/23

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										NA
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							

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	
		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 1. Percentage of first time licensure exam takers that pass the licensure exams	A1. Percentage of first time takers that passed the licensure exams	Handles and teaches courses assigned							
	PI 3. Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs	A3. Provide support to RQAT compliance for the Program	Follow the CMO for the program							

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Eficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
	PI 4. Percentage of undergraduate programs with accreditations	A4. Percentage of undergraduate programs with accreditations								
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned							
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	6	5	5	5	5	Midterm Grade-3 Final Grade-3
		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 prescribed period							
		A12. Number of trainings attended related to instruction	Attend mandated trainings							
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	2	2	5	5	5	5	Mete 136 - 2
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	15	13	5	5	4	4.67	Esci 122t- 2 Mete 141- 7 Mete 136 -4
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	4	4	5	5	5	5	Esci 122t - 4
	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:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	1	1	4	5	4	4.33	BSMet 4 - 1 group
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	2	2	4	5	4	4.33	BSMet 4 - 2 groups
		A18. Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades		9	4	4	4	4	BSMet 4 - 3 groups

| 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	
	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							
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	2	3	4	5	5	4.67	Esci 122t, Mete 141, Mete 136
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	20	27	4	5	4	4.33	Esci 122t-8, Mete 136-15, Mete 141-9
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	24	4	5	5	4.67	Quizzes- 13, Term Exams- 6, Long Exam-2, FCP-3
		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							
		A 24 : Number of virtual classroom created and operational	Creates virtual classroom using either Moddle or Google Classroom	3	3	5	5	4	4.67	Esci 122t, Mete 141, Mete 136
	PI 11. Additional outputs	A 25. Number of Additional outputs accomplished:								
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal							
		A.28. Number of batches of examinees proctored for VSU CAT	Validation of examinee's identity and proctoring the exam							
			Total points						4.61	

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 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A29. 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 29. 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 31. 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 32. 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 33. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1	1	5	5	5	5	Project WAIS
	PI 6. Additional outputs*	A 34. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 35. 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							

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	
		A 36. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 37.Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
			Total points						5	
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 38. 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	2	5	5	4	4.67	DOST-PAGASA; PMS
	PI 2. Number of trainees weighted by the length of training	A 39. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	100	65	5	5	4	4.67	Project WAIS's Master Class
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 40. Number of extension programs/projects implemented	Implementes duly approved extension projects	1						
	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 41. 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	100%	100%	5	4	5	4.67	65 out of 65 participatns from Project WAIS's Master Class
	PI 5. Number of technical/expert services	A 42. 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								

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	
	Consultancy	*Consultant*								
	Evaluator	*Evaluator*								
	PI 8. Percent of extension proposals approved *	A 43. Percent of extension proposals approved *	Prepares extension project proposals, submits and follow up its approval for immediate implementation							
	PI 11. Additional outputs *	A 44. No. of extension-related awards (extn. conducted by faculty or student & faculty) *								
		A 45.Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
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 46. 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		4	4	4	4	
		A 47. 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		4	4	4	4	
		On program accreditations								
		On institutional accreditations								
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 48. Customerly friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint						

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	
	PI 3: Additional Outputs	A 49. 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 50.Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
			Total points						4	
	Total Over-all Rating								4.55	

Average Rating (Total Over-all rating divided by 14)	4.55
Additional Points:	
Approved additional points (with copy of approval)	
FINAL RATING	4.55
ADJECTIVAL RATING	VS

Comments & Recommendations for Development Purpose: Recommend for graduate studies for Program Compliance and to be able to fully perform his duties and responsibilities as a faculty of the department.
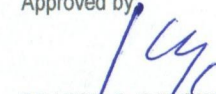
Evaluated & Rated by:

CHARLIE S. ANDAN
Department Head
Date: **06 July 2023**

Recommending Approval

JANNET C. BENCURE
College Dean, CET
Date: **7/10/23**

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date:

Exhibit I

PERFORMANCE MONITORING FORM
January – June 2023

Name of Employee: **Rud Luis G. Gonzaga**

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	Teaches subjects on: Mete 141 METEOROLOGICAL RADARS AND LEC SATELLITES ESci 122t ENGINEERING GRAPHICS LEC ESci 122t ENGINEERING GRAPHICS LAB Mete 136 METEOROLOGICAL INSTRUMENTS AND METHODS OF LEC OBSERVATION	Meets class regularly; Give exams; monitor students' progress & Submit grades to the Registrar's Office	At the start of the semester	January – June 2023	Within the semester & After midterm & after final for the grades as set by the University Registrar	Impressive	Very Satisfactory	Need more careful preparation on the subject taught since this is the 1st semester the faculty handled the subjects
2	Attends department organized meeting.	Attendance during meeting	Monthly	As scheduled	Every first Tuesday of the month and as scheduled	Impressive	Very Satisfactory	Actively participating in the discussion during the meeting
3	Develops Instructional Materials of the subjects to teach in the semester	Instructional materials available to students	Before the start of regular classes and within the semester	January – June 2023	Within the semester	Impressive	Very Satisfactory	Very resourceful in developing IM's
4	Participate in activities of the department, college and university	Attendance to the activities	Within the semester	As scheduled	As scheduled	Very Impressive	Outstanding	None
5	Assist the project leader in the implementation of the extension project of the department	Implementation of the Project WAIS together with the project leader	Within the semester	As scheduled in the proposal	As scheduled in the proposal	Very Impressive	Outstanding	None
6	Assist the committee chairpersons in the	Executions of	Within the	As	As scheduled	Very	Outstanding	None

Exhibit I

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
	assigned task executions	the assigned functions	semester	mandated by the memo		Impressive		
7	Department Tree Planting Coordinator	Coordinated graduating students in their tree planting as one of the requirement for their graduation	Within the semester	Before deadline for graduation	As Scheduled	Very Impressive	Outstanding	None

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

Prepared by:

CHARLIE S. ANDAN
Head, Department of Meteorology

Exhibit L

EMPLOYEE DEVELOPMENT PLAN
January – June 2023

Name of Employee: **Rud Luis G. Gonzaga**
Performance Rating: _____

Aim: To finish his master's degree in Meteorology in compliance to VSU Rules and Regulations and CHED Minimum Requirements and to be an effective implementer of the new OBEdized four (4) year BSMet degree program.

Proposed Interventions to Improve Performance:

Date: January 2023   **Target Date:** December 2023

First Step:

- Recommend to pursue graduate studies in Meteorology or allied fields.
- Re-orientation on the Outcomes-Based Education principles, provisions of the new Policies, Standards, and Guidelines in the offering of the BSMet curriculum
- Monitoring and coaching on the performance of the faculty member to his committed outputs as reflected on his IPCR.
- To recommend for conferences, conventions, seminars and trainings aligned to his field of specialization to further strengthen his competencies and qualifications.

Results:

- Earn a master's degree in meteorology.
- Prepared and submitted approved Outcomes-Based Teaching and Learning (OBTL) Syllabi of his assigned courses for the second semester SY 2022-2023 and first semester SY 2023-2024.
- Performed his duties and responsibilities as faculty of the Department of Meteorology.

Next Step:

- Recommend the faculty member to pursue graduate studies.
- Continue monitoring of his accomplishments and performance to his committed outputs as reflected in his IPCR
- Organize a department-based workshop on writing Extension and Research proposals to strengthen the Department's RDE

Outcomes:

- Mr. Gonzaga, as MS Meteorology degree holder, will help strengthen the Department Faculty Qualifications and the RDE Implementation
- Program compliance to COPC accreditation
- Continuously perform his duties and responsibilities
- Draft and submit extension and research proposals aligned to his field of specialization

Exhibit L

Final Steps / Recommendations:

- Mr. Gonzaga will be encouraged to execute the Department's RDE Agenda once he completes his MS Meteorology degree. The DME Faculty Development Plan will also be revisited in order to align his timetable with his timetable with his MS in Meteorology studies.

Prepared by:

CHARLIE S. ANDAN
Head, Department of Meteorology

Conforme:

RUD LUIS G. GONZAGA
Faculty