

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

Name of Faculty Member: Daniel C. Lor

| Program Involvement                 | Percentage Weight of Involvement | Numerical Rating | Equivalent Numerical Rating   |
|-------------------------------------|----------------------------------|------------------|-------------------------------|
| (1)                                 | (2)                              | (Rating x%)      | (2x3)                         |
|                                     |                                  | (3)              |                               |
| 1. Instruction                      |                                  |                  |                               |
| a. Head/Dean (50%)                  |                                  | 4.71             |                               |
|                                     |                                  | <b>2.355</b>     |                               |
| b. Students (50%)                   |                                  | 4.17             |                               |
|                                     |                                  | <b>2.085</b>     |                               |
| Total for Instruction               | 90%                              | 4.44             |                               |
|                                     | Total                            |                  | <b>3.996</b>                  |
| 2. Research                         |                                  |                  |                               |
| a. Client/Dir. for Research (50%)   |                                  |                  |                               |
| b. Dept. Head/Center Director (50%) |                                  |                  |                               |
| Total for Research                  |                                  |                  |                               |
| 3. Extension                        |                                  |                  |                               |
| a. Client/Dir. for Extension (50%)  |                                  |                  |                               |
| b. Dept Head/Center Director (50%)  |                                  |                  |                               |
| Total for Extension                 | 5%                               | 4.78             | <b>0.239</b>                  |
| 4. Administration                   | 5%                               | 4.67             | <b>0.2335</b>                 |
| 5. Production                       |                                  |                  |                               |
| <b>Overall Total</b>                |                                  |                  | <b>4.4685</b> 4.47 <i>LAS</i> |

EQUIVALENT NUMERICAL RATING:

~~4.4685~~ 4.47 *LAS*

Add: Additional Points, if any:

0.00

TOTAL NUMERICAL RATING:

~~4.4685~~ 4.47 *LAS*

ADJECTIVAL RATING:

**Very Satisfactory**

Prepared by:

Reviewed by:

**DANIEL C. LOR**  
Name of Faculty

**CHARLIE S. ANDAN**  
Department Head

Recommending Approval:

**JANNET C. BENCURE**  
Dean, CET

Approved:

**BEATRIZ S. BELONIAS**  
Vice President, Academic Affairs



**VISAYAS**  
STATE UNIVERSITY

**DEPARTMENT OF METEOROLOGY**

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"Exhibit B"

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

I, MR. DANIEL C. LOR, a faculty member of the DEPARTMENT OF METEOROLOGY commit to the deliver and agree to be rated on the attainment of the following <sup>accomplishments &</sup> ~~targets~~ in accordance with the indicated measures for the period JANUARY 1 - JUNE 30, 2023.

**DANIEL C. LOR**

Instructor

Date: 06 July 2023

Approved:

**CHARLIE S. ANDAN**

Department Head

Date: 06 July 2023

**JANNET C. BENCURE**

College Dean

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 | Efficiency | 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 |        |                       |         |            |            |         |   |
|  |   | A4 . Number of students entertained for consultation purposes          | Entertains students seeking consultation with faculty                       |        |                       |         |            |            |         |   |



| 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 |   |
|  | <b>PI 9:</b> Number of instructional materials developed *   | <b>A5 .</b> 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 Moodle or Google Classroom  |        |                       |         |            |            |         |   |
|  | <b>PI 10 .</b> 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                                       |        |                       |         |            |            |         |   |
| <b>UMFO 2. HIGHER EDUCATION SERVICES</b>                 |  |  |  |        |                       |         |            |            |         |   |
| <b>OVPI UMFO 3. Higher Education Management Services</b> |  |  |  |        |                       |         |            |            |         |   |
|  | <b>PI 1.</b> Percentage of first time licensure exam takers that pass the licensure exams                                    | <b>A1.</b> Percentage of first time takers that passed the licensure exams         | Handles and teaches courses assigned   |        |                       |         |            |            |         |   |
|  | <b>PI 3.</b> Percentage of undergraduate student population enrolled in CHED-identified and RDC-identified priority programs | <b>A3.</b> Provide support to RQAT compliance for the Program                      | Follow the CMO for the program   |        |                       |         |            |            |         |   |
|  | <b>PI 4.</b> Percentage of undergraduate programs with accreditations  | <b>A4.</b> Percentage of undergraduate programs with accreditations                |  |        |                       |         |            |            |         |   |
|  | <b>PI 5:</b> Total FTE, coordinated, implemented and monitored *   | <b>A9.</b> Actual Faculty's FTE  | Handles and teaches courses assigned   | 10     | 9.6                   | 4       | 5          | 5          | 4.67    | Mete 144, Mete 149, ES 132, and Mete 132 lab  |
|  |  | <b>A10 .</b> Number of grade sheets submitted within prescribed period             | Prepares grade sheet and submits on or before deadline   | 6      | 6                     | 5       | 5          | 5          | 5.00    | Mete 144, Mete 149, and ES 132  |
|  |  | <b>A 11 .</b> 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 |        | 2                     | 5       | 5          | 4          | 4.67    | Mete 136 - Feb 13, 2023   |

| 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 |  |
|         |  | <b>A12.</b> Number of trainings attended related to instruction                   | Attend mandated trainings                                       |        | 5                     | 5       | 5          | 5          | 5.00    | (1) PAPS: Emerging Trends in Science Laboratory: Equipment and Activities - Jan 21, 2023; (2) Mandatory Orientation and Re-Orientatation of Academic Advisers, and Department Enrolment Focal Persons - Feb 10, 2023; (3) Seminar-Workshop on Academic Practice - Mar 17, 2023; (4) TOS and Test Item Analysis - Apr 4, 2023; (5) 2023 Geographic Information System Online Course - Mar to Apr 2023 |
|         |  | <b>A13.</b> Number of long examinations administered and checked                  | Administers and checks long examination for subjects taught     |        | 11                    | 5       | 5          | 5          | 5.00    | Mete 144 - 4, Mete 149 - 4, ES 132 - 2, and Mete 132 lab - 1   |
|         |  | <b>A14.</b> Number of quizzes administered and checked                            | Prepares and checks quizzes for lec and lab                     |        | 19                    | 5       | 5          | 5          | 5.00    | Mete 144 - 8, Mete 149 - 4, and ES 132 - 7   |
|         |  | <b>A15.</b> Number of lab reports and term papers checked and graded              | Checks lab reports and term papers submitted as required        |        |                       |         |            |            |         |  |
|         | <b>PI 8:</b> Number of students advised: * | <b>A16.</b> Number of students advised:   | Acts as academic adviser to students                            |        | 23                    | 5       | 4          | 4          | 4.33    | BSMet-4 students (regular and irregular)   |
|         |  | <b>A17.</b> Number of students advised on thesis/ field practice/special problem: |   |        |                       |         |            |            |         |  |
|         |  | As SRC Chairman   | Advises, and corrects research outline and thesis/SP manuscript |        | 4                     | 4       | 4          | 5          | 4.33    | BSMet (OJT) = 3; BSABE = 1   |
|         |  | As SRC Member   | Advises and corrects research outline and thesis/SP manuscript  |        | 7                     | 4       | 4          | 5          | 4.33    | BSMet (OJT) = 5; BSABE = 2   |



| 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 |   |
|         |  | <b>A18</b> . Number of students entertained for consultation purposes               | Entertains students consulting on subject taught, thesis and grades   |        | 48                    | 4       | 5          | 5          | 4.67    | Academic advisees = 19;<br>Other subjects taught (BSMet 2 and 3) = 24;<br>BSABE = 5   |
|         | <b>PI 9:</b> Number of student organizations advised/ assisted * | <b>A19</b> . Number of Student organizations advised                                | Advises student organizations recognized by USOO  | 1      | 2                     | 5       | 5          | 4          | 4.67    | VSU Meteorological Society and CET-SSC  |
|         |  | <b>A20</b> . Number of Student organizations assisted on student related activities | Assists student organizations in implementing student related activities  | 1      | 2                     | 5       | 5          | 5          | 5.00    | VSU Meteorological Society and CET-SSC  |
|         | <b>PI 10:</b> Number of instructional materials developed *      | <b>A 21</b> : 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          | 4          | 4.33    | Mete 144 - Climatology and Climate Change, Mete 149 - Tropical Meteorology, and ES 132 - Fundamentals of Remote Sensing                                       |
|         |  | Supplemental learning resources   | Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught (Flexible Learning Materials) | 2      | 11                    | 4       | 5          | 5          | 4.67    | Mete 144 - 3, Mete 149 - 4, and ES 132 - 4  |
|         |  | Assessment tools  | Prepares assessment tools such as long exam, quizzes, problems sets, etc.   | 10     | 49                    | 5       | 5          | 5          | 5.00    | Long Exams - 11; Quizzes - 19; Assignments - 13; FCP - 6  |
|         |  | <b>A 23</b> : 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   |        |                       |         |            |            |         |   |
|         |  | <b>A 24</b> : Number of virtual classroom created and operational                   | Creates virtual classroom using either Moodle or Google Classroom   | 2      | 4                     | 3       | 5          | 5          | 4.33    | Mete 144 - Climatology and Climate Change; Mete 149 - Tropical Meteorology; ES 132 - Fundamentals of Remote Sensing; and Mete 132 Synoptic Meteorology II lab |

| 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     |   |
|                                   | <b>PI 11.</b> Additional outputs  | <b>A 25.</b> Number of Additional outputs accomplished:  |   |        |                       |         |            |            |             |   |
|                                   |   | <b>A 26.</b> Other outputs implementing the new normal due to Covid 19   | Designs experiential learning activities and other outputs to implement new normal            |        |                       |         |            |            |             |   |
|                                   |   | <b>A.28.</b> Number of batches of examinees proctored for VSU CAT  | Validation of examinee's identity and proctoring the exam                                     |        | 10                    | 5       | 5          | 5          | 5.00        | Saturdays and Sundays from 04 Mar 2023 - 01 April 2023  |
|                                   |   |  | <b>Total points</b>   |        |                       |         |            |            | <b>4.71</b> |   |
| <b>UMFO 3 . RESEARCH SERVICES</b> |   |  |   |        |                       |         |            |            |             |   |
|                                   | <b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *            | <b>A29.</b> 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                 |        |                       |         |            |            |             |   |
|                                   | <b>PI 2.</b> Number of research outputs completed within the year *   | <b>A 29.</b> Number of research outputs completed within the year *  | Conducts and completes research project within the year                                       |        |                       |         |            |            |             |   |
|                                   | <b>PI 3.</b> Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) * | <b>A 31.</b> 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>  |   |        |                       |         |            |            |             |   |
|                                   |   | <i>In refereed Nat'l/regional journals</i>   |   |        |                       |         |            |            |             |   |
|                                   | <b>PI 4.</b> Number of research outputs presented in regional/national/ int'l fora/conferences                                      | <b>A 32.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *                             | Prepares, submits and presents research paper in scienfic for a/conferences                   |        |                       |         |            |            |             |   |
|                                   |   | <i>In int'l fora/conferences</i>   |   |        |                       |         |            |            |             |   |
|                                   |   | <i>In Nat'l/regional fora/conferences</i>  |   |        |                       |         |            |            |             |   |
|                                   | <b>PI 5.</b> Percent of research proposals approved *   | <b>A 33.</b> Percentage of of research proposals prepared, submitted and approved  | Prepares research proposals, submits and follows up its approval for immediate implementation |        |                       |         |            |            |             |   |
|                                   | <b>PI 6.</b> Additional outputs*  | <b>A 34.</b> No. of research-related awards (research conducted by faculty or student w/ faculty)                            |   |        |                       |         |            |            |             |   |



| 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 |   |
|                                   |   | 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 |        |                       |         |            |            |         |   |
|                                   |   | 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   |        |                       |         |            |            |         |   |
| <b>UMFO 4. EXTENSION SERVICES</b> |   |   |   |        |                       |         |            |            |         |   |
|                                   | 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              |        |                       |         |            |            |         |   |
|                                   | 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   | 50     | 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   | Implements 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 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  | 1      | 100%                  | 5       | 5          | 4          | 4.67    | 65 out of 65 participants 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  |   |        | 1                     | 5       | 5          | 5          | 5.00    | VSUIHS Annual Research Congress 2023 - served as Panelist on June 13-14, 2023                               |
|                                   | Resource Persons  | Resource Persons  |   |        |                       |         |            |            |         |   |
|                                   | Convenor/Organizer  | Convenor/Organizer  |   |        |                       |         |            |            |         |   |
|                                   | Consultancy   | Consultant  |   |        |                       |         |            |            |         |   |



| 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     |   |
|   | <i>Evaluator</i>  | <i>Evaluator</i>   |   |                     |                       |         |            |            |             |   |
|   | <b>PI 8.</b> Percent of extension proposals approved *  | <b>A 43.</b> Percent of extension proposals approved *   | Prepares extension project proposals, submits and follow up its approval for immediate implementation                                 |                     |                       |         |            |            |             |   |
|   | <b>PI 11.</b> Additional outputs *  | <b>A 44.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *                              |   |                     |                       |         |            |            |             |   |
|   |   | <b>A 45.</b> Other outputs implementing the new normal due to Covid 19   | Designs extension related activities and other outputs to implement new normal  |                     |                       |         |            |            |             |   |
|   |   |  | <b>Total points</b>   |                     |                       |         |            |            | <b>4.78</b> |   |
| <b>UMFO 5. SUPPORT TO OPERATIONS</b>                        |   |  |   |                     |                       |         |            |            |             |   |
|   | <b>OVPI MFO 4. Program and Institutional Accreditation Services</b>   |  |   |                     |                       |         |            |            |             |   |
|   | <b>PI 8.</b> 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* | <b>A 46.</b> 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   | 4       | 5          | 5          | 4.67        |   |
|   |   | <b>A 47.</b> 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% compliant        | 5       | 5          | 4          | 4.67        |   |
|   |   | On program accreditations  |   |                     |                       |         |            |            |             |   |
|   |   | On institutional accreditations  |   |                     |                       |         |            |            |             |   |
| <b>UMFO 6. General Admin. &amp; Support Services (GASS)</b> |   |  |   |                     |                       |         |            |            |             |   |
|   | <b>PI 2.</b> Zero percent complaint from clients served   | <b>A 48.</b> Customer friendly frontline services  | Provides customer friendly frontline services to clients  | Zero % complaint    | Zero % complaint      | 4       | 5          | 5          | 4.67        |   |
|   | <b>PI 3:</b> Additional Outputs   | <b>A 49.</b> 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  |                     |                       |         |            |            |             |   |

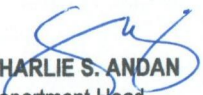


| MFO No. | Description of MFO's/PAPs    | Success/ Performance Indicators (PI)                            | Tasks Assigned   | Target | Actual Accomplishment | Rating  |            |            |         | REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators) |
|---------|------------------------------|---|--|--------|-----------------------|---------|------------|------------|---------|---|
|         |                              |   |  |        |                       | Quality | Efficiency | Timeliness | Average |   |
|         |                              | A 50. Other outputs implementing the new normal due to Covid 19 | Designs administration/management related activities and other outputs to implement new normal |        |                       |         |            |            |         |   |
|         |                              |   | <b>Total points</b>  |        |                       |         |            |            | 4.67    |   |
|         | <b>Total Over-all Rating</b> |   |  |        |                       |         |            |            | 4.71    |   |


|   |      |
|---|------|
| <b>Average Rating</b> (Total Over-all rating divided by 23) | 4.71 |
| <b>Additional Points:</b>                                   |      |
| <b>Approved additional points</b> (with copy of approval)   |      |
| <b>FINAL RATING</b>   | 4.71 |
| <b>ADJECTIVAL RATING</b>                                    | 0    |

**Comments & Recommendations for Development Purpose:** Must complete his 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:

**EMPLOYEE DEVELOPMENT PLAN**  
**January – June 2023**

Name of Employee: Daniel C. Lor

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:**

- Constant updates of the status of completion of his MS Meteorology thesis and make plans for possible interventions and assistance.
- 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:**

- Still working on his thesis for defense, but unable to complete because of to teaching load.
- 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:**

- Require the faculty to communicate with IESM, UP-Diliman for the completion of his MS Meteorology degree
- Effective time management strategies. Implement the right techniques to balance work and complete graduate studies. Decide your priorities and divide your time accordingly
- Continue monitoring of his accomplishments and performance to his committed outputs as reflected in his IPCR
- To continue to recommend the faculty member to attend relevant trainings and seminars aligned to his field of specialization
- Organize a department-wide training on how to write Extension and Research proposals in order to boost the Department's RDE.



**Outcomes:**

- Mr. Lor, 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
- Be able to attend relevant trainings and seminars aligned to his field of specialization
- Draft and submit extension and research proposals aligned to his field of specialization

**Final Steps / Recommendations:**

- Mr. Lor 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 coordinate his schedule with his pursuit of a PhD in Atmospheric Science.

Prepared by:

  
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Conforme:

  
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Faculty