



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

**Exhibit**

Name of Faculty Member: Engr. James Roy Lesidan

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (100%)		4.67 <i>4.67 (4.58) Glimk</i>	
b. Students			
Total for Instruction	85%	4.67 <i>4.67 (4.58) Glimk</i>	3.97 <i>3.97 3.89 Glimk</i>
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)		0.00	
Total for Research	0	0.00	0.00
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)	0%	0.00	
Total for Extension		0.00	0.00
4. Support to Operation	10%	4.75 <i>4.59 Glimk</i>	0.48 <i>0.46 Glimk</i>
5. Administration	5%	5.00 <i>4.5 Glimk</i>	0.25 <i>0.23 Glimk</i>
TOTAL			4.69 <i>4.66 Glimk</i>

EQUIVALENT NUMERICAL RATING: 4.69 *4.66 Glimk*

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.69 *4.66 Glimk*

ADJECTIVAL RATING:

**OUTSTANDING**

Prepared by:

**JAMES ROY P. LESIDAN**

Name of Faculty

Reviewed by:

**EUSEBIO R. LINA JR.**

Department Head

Recommending Approval:

**MA. THERESA P. LORETO**

Dean, CAS

Approved:

**BEATRIZ S. BELONIAS**

Vice President for Academic Affairs



**VISAYAS**  
STATE UNIVERSITY



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"Exhibit B"

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

I, JAMES ROY P. LESIDAN, a faculty member of the DEPARTMENT OF MATHEMATICS AND 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 to December 2020.

**JAMES ROY P. LESIDAN**

Instructor

Date: 1/28/2021

Approved:

**EUSEBIO R. LINA, JR.**

Department Head

Date: 1/28/2021

**MA. THERESA P. LORETO**

College Dean

Date: 3/30/2021

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	Timelines	Average	
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: Scts 11 (4 lec);Phys 21(1 lab); Phys21n (1 lec & 1 lab); = 1st Sem SY: 2020-2021	18		5	5	5	5.00	Teacher's Leave
		New course outline	Prepares new course outline	2	2	5	4.5	4	4.50	Phys 21n, Phys 21
		Revised course outline	Revises course outline	1	1	5	4	5	4.67	scts 11
		Revised syllabi	Revises syllabi	2	3	5	5	5	5.00	Phys 21n, Phys 21, Scts 1
		New lab. manual	Prepares new lab. manual	1	1	5	5	4	4.50	Phys 21n
		Revised Lab. Manual	Revises one (1) laboratory manual	1	1	4	5	5	4.67	Phys 21



		<i>New course outline</i>	Prepares and compiles two (2) course outline							
		<i>Revised course outline</i>	Prepares and compiles one (1) course outline							
		<i>New Powerpoint lecture presentation (per course)</i>	Prepares powerpoint	1	1	4	4.5	5	4.50	Phys 21n
		<b>PI 3.</b> Additional outputs								
		<i>Number of seminars/webinars/workshop attended</i>	Attend seminars/webinars		2	4	5	5	4.67	Sponsored: VSU-DMP(webinar), VSU-DCST (seminar)
		<i>Numbers of hours checking papers per week</i>	Checks papers	2	6	5	4	5	4.67	
		<i>Numbers of hours class preparation</i>	Prepares class preparation	2	6	5	5	4	4.67	
		<b>A14.</b> Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	2	2	5	5	4	4.67	
		<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:	<i>Acts as academic adviser to students</i>							
		<b>A17.</b> Number of students advised on thesis/ field practice/special problem:								
		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript							
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript							
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	8	10	5	4	5	4.67	
	<b>PI 9:</b> Number of student organizations advised/ assisted *	<b>A19.</b> Number of Student organizations advised	<i>Advises student organizations recognized by USOO</i>							

		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related							
	<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	2	5	4.5	4	4.50	
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	2	4	5	4	4.5	4.50	
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	1	5	5	4.5	4	4.50	
		<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	5	5	5	5	5.00	ScTS 11a (4 lec), Phys 21n (1 lec& lab)
	<b>PI 11.</b> Additional outputs	<b>A 25.</b> 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							
		<b>A 26.</b> Other outputs implementing the new normal due to covid 19	Prepares documents (specific on references) for BS Applied Physics							
						Total			74.67	



UMFO 3 . RESEARCH SERVICES										
	<b>PI 1.</b> Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	<b>A27.</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 28.</b> Number of research outputs completed within the year *	Conducts and completes research or 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 29.</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 30.</b> 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>								
	<b>PI 5.</b> Percent of research proposals approved *	<b>A 31.</b> Percentage 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 32.</b> No. of research-related awards (research conducted by faculty or								
		<b>A 33.</b> 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							
		<b>A 34.</b> Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							

		<b>A 35.</b> 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>										
	<b>PI 1.</b> Number of active partnerships with LGUs, industries, NGOs, NGAs, SMEs, and other stakeholders as a result of extension activities	<b>A 36.</b> 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							
	<b>PI 2.</b> Number of trainees weighted by the length of training	<b>A 37.</b> Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer							
	<b>PI 3.</b> Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	<b>A 38.</b> Number of extension programs/projects implemented	Implements duly approved extension projects							
	<b>PI 4.</b> Percentage of beneficiaries who rated the training course/s and advisory services as satisfactory or higher in terms of quality and relevance	<b>A 39.</b> 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							
	<b>PI 5.</b> Number of technical/expert services	<b>A 40.</b> 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								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	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							
	PI 11. Additional outputs *	A 42. No. of extension-related awards (extrn. conducted by faculty or student & faculty) *								
		A 43. Other outputs implementing the new normal due to covid 19	Designs extension related activities and other outputs to implement new normal							
<b>UMFO 5. SUPPORT TO OPERATIONS</b>										
<b>OVPI MFO 4. Program and Institutional Accreditation Services</b>										
	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	4	5	4.67	
		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% compliant	5	4.5	<del>5</del> 4	<del>4.83</del> 4.5	Eliminate.
		On program accreditations								
		On institutional accreditations								
						Total			9.50	

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 4.5	5 4.5	5 4.5	5.00 4.5	Shink.
	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							
		A 48. Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal							
						Total			5.00	
	Total Over-all Rating								89.17	
	Average Rating								4.69	
	Adjectival Rating								O	

Average Rating (Total Over-all rating divided by 4)	4.69
Additional Points:	
Punctuality	
Approved Additional points (with copy of approval)	4.69
FINAL RATING	Outstanding
ADJECTIVAL RATING	

Comments & Recommendations for Development Purpose:

Pursue advance study in Physics.

Evaluated & Rated by:

*Eusebio R. Lina, Jr.*  
EUSEBIO R. LINA, JR.

Department Head

Date: 1/29/2021

Recommending Approval

*MA. THERESA H. LORETO*  
MA. THERESA H. LORETO

Dean, College of Arts and Sciences

Date: 3/30/2021

Approved by:

*Beatriz S. Belonias*  
BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 4/5/21



## EMPLOYEE DEVELOPMENT PLAN

**Name of Employee:** JAMES ROY P. LESIDAN

**Performance Rating:** Outstanding

**Aim:** To assist him to study MS in Physics, or allied fields (eg. MSME).

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

**Date:** \_\_\_\_\_

**Target:** One year from date of intervention

**First Step:**

Endorse him to pursue MS in Physics or allied fields (eg. MSME) to the Scholarship Committee

**Result:** He will be able to undergo graduate studies.

**Date:** \_\_\_\_\_

**Target:** End of Second semester

**Next Step:** To continue giving moral support.

**Outcome:** Improved/high moral

Prepared by:

Eusebio R. Lina, Jr.  
DMP Head

Conforme:

JAMES ROY P. LESIDAN

ratee