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

Name of Faculty Member: **CHARLIE S. ANDAN (Faculty & Department Head)**

Program Involvement	Percentage Weight of Involvement	Numerical Rating	Equivalent Numerical Rating
(1)	(2)	(Rating x%)	(2x3)
		(3)	
1. Instruction			
a. Head/Dean (50%)		4.72	
		2.36	
b. Students (50%)		3.5	
		1.75	
Total for Instruction	60%		
	Total	4.11	2.466
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
Total for Research	5%	5	0.25
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	15%	4.95	0.7475
4. Administration	20%	5	1
5. Production			
Overall Total			~~4.4585~~ 4.86 LAB

4.86 LAB

EQUIVALENT NUMERICAL RATING: ~~4.4585~~
Add: Additional Points, if any: 0.00
TOTAL NUMERICAL RATING: ~~4.4585~~ 4.86 VMS
ADJECTIVAL RATING: **Very Satisfactory**

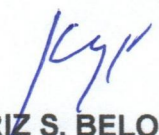Prepared by: Reviewed by:

CHARLIE S. ANDAN   **CHARLIE S. ANDAN**
Name of Faculty   Department Head

Recommending Approval:

JANNET C. BENCURE
Dean, CET

Approved:

BEATRIZ S. BELONIAS
Vice President, Academic Affairs

"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

accomplishments ~~&~~

I, CHARLIE S. ANDAN, a faculty member of the <u>DEPARTMENT OF METEOROLOGY</u> commit to the deliver and agree to be rated on the attainment of the following ~~targets~~ in accordance with the indicated measures for the period JANUARY 1 - JUNE 30, 2023.

Approved:

CHARLIE S. ANDAN
Instructor I
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							

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	
		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							
	PI 9: Number of instructional materials developed *	*A5 . Number of on-line ready courseware 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.							

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
						Rating				
		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							
	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	7.5	2	5	5	5	5	Mete 151 Lec & Lab

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
		A10 . Number of grade sheets submitted within prescribed period	Prepares grade sheet and submits on or before deadline	2	2	5	5	5	5	Mete 151: Midterm Grade & Final Grade
		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	7	7	5	5	5	5	Mete 132 INC Grades
		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 151: Midterm & Finalterm Exams
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	3	3	5	5	5	5	Mete 151: Quizes (x3)
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	10	5	5	5	5	Mete 151: Lab Report (1-10)
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic adviser to students			5	5	4	4.67	BSMet-2 students (regular and irregular)
		A17 . Number of students advised on thesis/ field practice/special problem:								
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript	3	4	4	5	5	4.67	BSMet 4 & 3 OJT
		As SRC Member	Advises and corrects research outline and thesis/SP 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	Efficiency	Timeliness	Average	
		A18 . *Number of students entertained for consultation purposes*	Entertains students consulting on subject taught, thesis and grades	10	15	5	5	4	4.67	Mete 151 Class; Student's Acad Adviser for BSMet-2
	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		1	5	5	4	4.67	VSU MetSoc Document Related Concerns
	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	2	5	5	5	5	Mete 132 & Mete 151
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	10	12	5	5	5	5	Mete 151: Module 1-3
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	10	16	5	5	5	5	Mete 151: 3 Quizez, 1 Problem Set, 2 Homeworks & 10 Lab Exercises

| 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 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	2	2	5	5	5	5	Mete 132 & Mete 151
	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						4.91	
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		1	5	5	5	5	Project: Assessing the Role of Mangroves in Protecting Coastal Communities from Typhoon Related Hazards in the Central Philippines

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Rating Quality	Efficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
	PI 2. Number of research outputs completed within the year *	A 29. Number of research outputs completed within the year *	Conducts and completes research project 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							
	PI 6. Additional outputs*	A 34. 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	Quality	Efficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
								Rating		
		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							
			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	5	5	5	5	Manila Observatory
	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		30	5	5	5	5	NCRC "Mental Health & Disaster Preparedness Seminar"
	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		1	5	5	5	5	Project SUGAT: Stories for Sustainabilities

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	
	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	5	5	5	30/30 participants during the NCRC Seminar
	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	1	5	5	4	4.67	RDE TWG on Climate Change
	Resource Persons	Resource Persons								
	Convenor/Organizer	Convenor/Organizer								
	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) *			3	5	5	5	5	Speakership during DevCom Seminar, Famer's & Fisherfolks Day, and NCRC Seminar

MFO No.	Description of MFO's/PAPs	Success/ Performance Indicators (PI)	Tasks Assigned	Target	Actual Accomplishment	Quality	Efficiency	Timeliness	Average	REMARKS (Indicators in percentage should be supported with numerical values in numerators and denominators)
								Rating		
		A 45.Other outputs implementing the new normal due to Covid 19	Designs extension related activities and other outputs to implement new normal							
			Total points						4.95	
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	zero non-conformity	5	5	5	5	
		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	100% compliant	5	5	5	5	
		On program accreditations								
		On institutional accreditations								

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 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 48. Customer friendly frontline services	Provides customer friendly frontline services to clients	Zero % complaint						
	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 performing functions resulting to best practice							
		A 50.Other outputs implementing the new normal due to Covid 19	Designs administration/managem ent related activities and other outputs to implement new normal							
		As head of the Department of Meteorology from Jan-June 2023.	Gives over-all direction of the department, supervise the faculty & staff of the department and do other tasks assigned by the dean of CET			5	5	5	5	
		Recruited additional faculty	Conduct instructions, research and extensions	1	1	5	5	5	5	Hired Mr.Rud Luis Gonzaga
			Total points						5	
	Total Over-all Rating								4.72	

| 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	

Average Rating (Total Over-all rating divided by 20)	4.72	
Additional Points:		
Approved additional points (with copy of approval)		
FINAL RATING	4.72	
ADJECTIVAL RATING	O	

Comments & Recommendations for Development Purpose:

Recommended to attend relevant trainings, workshops, seminars especially on leadership skills enhancement.

Evaluated & Rated by:

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

Recommending Approval:

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

Approved by:

BEATRIZ S. BELONIAS
Vice President for Academic Affairs
Date: