

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

Name of Faculty Member: Dr. Jannet C. Bencure

| Program Involvement<br>(1)                  | Percentage<br>Weight of<br>Involvement | Numerical<br>Rating<br>(Rating x %) | Equivalent<br>Numerical<br>Rating |
|---|--|-------------------------------------|-----------------------------------|
| (1)   | (2)                                    | (3)                                 | (2x3)                             |
| 1. Instruction                              |  |                                     |                                   |
| a. Head/Dean (50%)                          |  | 2.49                                |                                   |
| b. Students (50%)                           |  | 2.07                                |                                   |
| TOTAL for Instruction                       | 80%                                    | 4.56                                | 3.65                              |
| 2. Research                                 | 5%                                     | 5.00                                | 0.25                              |
| 3. Extension                                | 5%                                     | 5.00                                | 0.25                              |
| 4. Administration & Support to<br>Operation | 10%                                    | 5.00                                | 0.50                              |
| 5. Production                               | 0%                                     | 0.00                                | 0.00                              |
| TOTAL                                       |  |                                     | 4.65                              |

\*Assistant Professor IV- January 1, 2021 to June 30, 2021

\*Department Head - March 1, 2021-June 30, 2021


EQUIVALENT NUMERICAL RATING: 4.65

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.65

ADJECTIVAL RATING: Outstanding


Prepared by:

  
JANNET C. BENCURE  
Assistant Professor IV

Reviewed by:

  
JANNET C. BENCURE  
Head, DGE

Recommending Approval:

  
ROBERTO C. GUARTE  
Dean, CET

Approved:

  
BEATRIZ S. BELONIAS  
Vice President for Academic Affairs





|  |  |   |   |  |  |  |  |  |  |  |
|--|--|---|---|--|--|--|--|--|--|--|
|  |  | AS GAC Member   | Advises and corrects research outline and thesis/SP/dissertation manuscript                                 |  |  |  |  |  |  |  |
|  |  | <u>A4. Number of students entertained for consultation purposes</u>               | Entertains students seeking consultation with faculty   |  |  |  |  |  |  |  |
|  | <u>PI 9: Number of instructional materials developed *</u> | <u>A5. Number of on-line ready coursewares developed and submitted for review</u> | 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   |  |  |  |  |  |  |  |
|  | <u>PI 10. Additional outputs:</u>                          | <u>A 8. Other outputs implementing the new normal due to covid 19</u>             | Designs experiential learning activities and other outputs to implement new normal                          |  |  |  |  |  |  |  |
| <b>UMFO 2. HIGHER EDUCATION SERVICES</b> |  |   |   |  |  |  |  |  |  |  |





|  |  |   |  |    |    |   |   |   |      |   |
|--|--|---|--|----|----|---|---|---|------|---|
|  |  | <i>As SRC Chairman</i>  | Advises, and corrects research outline and thesis/SP manuscript  | 1  | 2  | 5 | 5 | 4 | 4.67 | Lungay, Thea<br>Nathalie and Oliveroz,<br>Zev |
|  |  | <i>As SRC Member</i>  | Advises and corrects research outline and thesis/SP manuscript   | 1  | 1  | 5 | 5 | 5 | 5.00 | Menorias, Mark<br>Anthony                     |
|  |  | <b>A18.</b> <i>Number of students entertained for consultation purposes</i>               | Entertains students consulting on subject taught, thesis and grades  | 10 | 56 | 5 | 5 | 5 | 5.00 | As reflected on Consultation Online Form      |
|  | <b>PI9:</b> Number of student organizations advised/assisted * | <b>A19.</b> <i>Number of Student organizations advised</i>                                | Advises student organizations recognized by USOO   |    |    |   |   |   |      |   |
|  |  | <b>A20.</b> <i>Number of Student organizations assisted on student related activities</i> | Assists student organizations in implementing student related activities   |    |    |   |   |   |      |   |
|  | <b>PI10:</b> Number of instructional materials developed *     | <b>A21 :</b> Number of on-line course ware developed and submitted :                      | Prepares and submits for review by the Technical Review Panel  |    |    |   |   |   |      |   |
|  |  | On-line ready courseware  | <i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>                            | 2  | 3  | 5 | 5 | 5 | 5.00 | GEng 138, GEng 114,<br>GEng 162               |
|  |  | Flexible instructional materials  |  | 2  | 2  | 5 | 5 | 5 | 5.00 | GEng 138, GEng 114                            |
|  |  | Supplemental learning resources   | <i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i> |    | 10 | 5 | 5 | 5 | 5.00 | GEng 138, GEng 114,<br>GEng 162               |

|                                   |                                   |   |  |    |    |   |   |   |      |  |
|-----------------------------------|-----------------------------------|---|--|----|----|---|---|---|------|--|
|                                   |                                   | Assessment tools  | Prepares assessment tools such as long exam, quizzes, problems sets, etc.  | 10 | 10 | 5 | 5 | 5 | 5.00 | GEng 138, GEng 114, GEng 162                               |
|                                   |                                   | <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 Moddle or Google Classroom  | 2  | 6  | 5 | 5 | 5 | 5.00 | GEng 138, GEng 114, GEng 162, GEng 153, GEng 127, GEng 111 |
|                                   | <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             | Designs experiential learning activities and other outputs to implement new normal   |    | 1  | 5 | 5 | 5 | 5.00 | Establishment of Online Platform Student Consultation Form |
| <b>UMFO 3 . RESEARCH SERVICES</b> |                                   |   |  |    |    |   |   |   |      |  |





|                                   |   |   |  |   |   |   |   |   |      |   |
|-----------------------------------|---|---|--|---|---|---|---|---|------|---|
|                                   |   | <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                  | 1 | 1 | 5 | 5 | 5 | 5.00 | Sustainable Cities & Society Journal  |
|                                   |   | <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>A 36.</b> Expert on Call of study research   | Work closely with project leaders and co-project Leader and assist in the establishment, assessment and development of the study project |   | 1 | 5 | 5 | 5 | 5.00 | Expert-on-call for the project entitled " High-Throughput Field Phenotyping of Major Rootcrops Using Unmanned Aerial Vehicle" |
| <b>UMFO 4. EXTENSION SERVICES</b> |   |   |  |   |   |   |   |   |      |   |
|                                   | <b>PI1.</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   | Implementes 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                                 |   |   |   |   |   |      |                                      |
|  | <i>Research Mentoring</i>  | <i>Research Mentor</i>   |   |   |   |   |   |   |      |                                      |
|  | <i>Peer reviewers/Panelists</i>  | <i>Peer reviewers/Panelists</i>  |   | 1 | 1 | 5 | 5 | 5 | 5.00 | Sustainable Cities & Society Journal |
|  | <i>Resource Persons</i>  | <i>Resource Persons</i>  |   |   | 1 | 5 | 5 | 5 | 5.00 | GEP REgional Convention              |
|  | <i>Convenor/Organizer</i>  | <i>Convenor/Organizer</i>  |   |   |   |   |   |   |      |                                      |
|  | <i>Consultancy</i>   | <i>Consultant</i>  |   |   |   |   |   |   |      |                                      |
|  | <i>Evaluator</i>   | <i>Evaluator</i>   |   |   |   |   |   |   |      |                                      |
|  | <b>PI 8.</b> Percent of extension proposals approved *   | <b>A 41.</b> Percent of extension proposals approved *   | Prepares extension project proposals, submits and follow up its approval for immediate implementation |   |   |   |   |   |      |                                      |

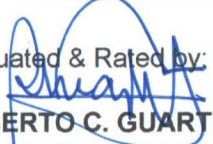
|   |   |  |   |   |                  |   |   |   |      |  |
|---|---|--|---|---|------------------|---|---|---|------|--|
|   | <b>PI 11.</b> Additional outputs *  | <b>A 42.</b> No. of extension-related awards (extrn. conducted by faculty or student & faculty) *            |   |   |                  |   |   |   |      |  |
|   |   | <b>A 43.</b> 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> |   |  |   |   |                  |   |   |   |      |  |
|   | <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 44.</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 |   | 100%             | 5 | 5 | 5 | 5.00 |  |
|   |   | <b>A 45.</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%             | 5 | 5 | 5 | 5.00 |  |
|   |   | 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 46.</b> Customerly friendly frontline services  | Provides customer friendly frontline services to clients  | 0 | Zero % complaint | 5 | 5 | 5 | 5.00 |  |

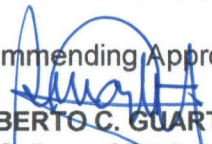



|  |                                |  |   |  |  |  |  |  |  |        |
|--|--------------------------------|--|---|--|--|--|--|--|--|--------|
|  | <b>PI3:</b> Additional Outputs | <b>A 47.</b> Number of /new initiatives introduced resulting to best practice replicated/benchmarked by other depts/agencies * | Initiates/introduces improvements in performing functions resulting to best practice            |  |  |  |  |  |  |        |
|  |                                | <b>A 48.</b> Other outputs implementing the new normal due to covid 19   | Designs administration/managemen t related activities and other outputs to implement new normal |  |  |  |  |  |  |        |
|  | <b>Total Over-all Rating</b>   |  |   |  |  |  |  |  |  | 114.67 |
|  | <b>Average Rating</b>          |  |   |  |  |  |  |  |  | 4.99   |
|  | <b>Adjectival Rating</b>       |  |   |  |  |  |  |  |  | 0      |

|  |  |  |                    |
|--|--|--|--------------------|
| <b>Average Rating (Total Over-all rating divided by 4)</b> |  |  | <b>4.99</b>        |
| <b>Additional Points:</b>                                  |  |  |                    |
| Approved Additional points (with copy of approval)         |  |  |                    |
| <b>FINAL RATING</b>  |  |  | <b>4.99</b>        |
| <b>ADJECTIVAL RATING</b>                                   |  |  | <b>OUTSTANDING</b> |

**Comments and Recommendations for Development Purposes:**  
*she is performing excellently in her instruction and administrative function as head of the Department of Scientific Engineering. With her academic qualifications, she should be supported as the next Dean of the College.*

Evaluated & Rated by:  
  
**ROBERTO C. GUARTE**  
 Dean, College of Engineering and Technology  
 Date: 23 July 2021

Recommending Approval  
  
**ROBERTO C. GUARTE**  
 Dean, College of Engineering and Technology  
 Date: 23 July 2021

Approved by:  
  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs  
 Date: 7/26/21

- 1 - Quality
- 2 - Efficiency
- 3 - Timeliness
- 4 - Average



**VISAYAS**  
STATE UNIVERSITY



**College of Engineering and  
Technology**

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Website: [www.vsu.edu.ph](http://www.vsu.edu.ph)

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Dr. Engr. Jannet C. Bencure**  
Performance Rating: \_\_\_\_\_

**Aim:** Dr. Engr. Bencure as an effective and efficient implementor of the new OBE'dized four (4) year degree program in Bachelor of Science in Geodetic Engineering (BSGE) as provided for in the new CMO 89, s. of 2017

### **Proposed Interventions to Improve Performance:**

**Note:** Dr. Engr. Bencure will be developed into an effective implementor of the new OBE'dized four (4) year BSGE Program as she leads the Department of Geodetic Engineering.

**Date:** January 2021

**Target Date:** June 2021

### **First Step**

- Reorientation on the Outcomes-Based Education principles, orientation of the provisions of the new Policies, Standards, and Guidelines (PSG) in the offering of the new BSGE as provided for in CMO 89, s. 2017, and the implementation of the new VSU BSGE Curriculum.


### **Results:**

- Mastery on the provisions of CMO 89, s. 2017
- Mastery on the preparation of an OBTL Syllabus Course Content and Plan
- New BSGE Curriculum

Prepared by:

  
**ROBERTO C. GUARTE**  
Dean, CET

Conforme:

  
**JANNET C. BENCURE**  
Head, DGE