

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

Name of Faculty Member: Engr. Wilmar P. Alfeche

Program Involvement (1)	Percentage Weight of Involvement	Numerical Rating (Rating x %)	Equivalent Numerical Rating
(1)	(2)	(3)	(2x3)
1. Instruction			
a. Head/Dean (50%)		2.47	
b. Students (50%)		2.00	
TOTAL for Instruction	80%	4.47	3.57
2. Research	5%	4.33	0.22
3. Extension	5%	5.00	0.25
4. Administration & Support to Operation	10%	5.00	0.50
5. Production	0%	0.00	0.00
TOTAL			4.54

*Instructor I - July 1, 2022 to December 31, 2022

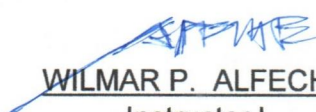
EQUIVALENT NUMERICAL RATING: 4.54

Add: Additional Points, if any:


TOTAL NUMERICAL RATING: 4.54

ADJECTIVAL RATING: Outstanding

Prepared by:


WILMAR P. ALFECHÉ
Instructor I


Reviewed by:


MARTIN JAN E. MERCURIO
Head, DGE

Recommending Approval:


JANNET C. BENCURE
Dean, CET

Approved:


BEATRIZ S. BELONIAS
Vice President for Academic Affairs



VISAYAS
STATE UNIVERSITY



**DEPARTMENT OF GEODETIC
ENGINEERING**

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **WILMAR P. ALFECHÉ**, a faculty member of the **DEPARTMENT OF GEODETIC ENGINEERING** commit to deliver and agree to be rated on the attainment of the following targets with accomplishment in accordance with the indicated measures for the period **July 1, 2022 to December 31, 2022**.

WILMAR P. ALFECHÉ

Instructor I

Date: *12 January 2023*

Approved:

MARTIN J. E. MERCURIO

Department Head

Date: *12 January 2023*

Date:

JANNET C. BENCURE

College Dean

Date: *13 January 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	
UMFO 1. ADVANCED EDUCATION SERVICES										
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							
	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 Moodle 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 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	70	44.9	5	5	5	5.00	ESci 122, Csci 143
		A10 . Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	3	5	5	5	5	5.00	2nd Sem AY 2021-2022 (3-GEEng 114, 1-GEEng 134n , Summer AY 2021-2022 (1-GEEng 197)
		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	2	4	5	5	5	5.00	GEEng 114: Roy Monte Naya Erwin Estubio Emelyn Ligutan Fria Ross Ranoco

		A12 . Number of trainings attended related to instruction	Attend mandated trainings	1	1	5	5	5	5.00	CET TOS Preparation Seminar
		A13 . Number of long examinations administered and checked	Administers and checks long examination for subjects taught	13	8	5	5	5	5.00	GEng 114: 3 GEng 134: 1 ESci 122: 3 CSci 143: 1
		A14 . Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	15	5	5	5	5	5.00	ESci 122: 2 CSci 143: 3
		A15 . Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	8	10	4	4	4	4.00	ESci 122: 5 CSci 143: 5
	PI 8 : Number of students advised: *	A16 . Number of students advised:	Acts as academic adviser to students	63	63	5	5	5	5.00	BSGE students
		A17 . Number of students advised on thesis/ field practice/special problem:		1	1	5	5	5	5.00	Student Name: Clarissa Asid
		As SRC Chairman	Advises, and corrects research outline and thesis/SP manuscript							
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	1	1	5	5	5	5.00	Student Name: Phil Jan Seron
		A18 . Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	15	41	5	5	4	4.67	Consultations are recorded through google forms and student emails
	PI 9 : Number of student organizations advised/ assisted *	A19 . Number of Student organizations advised	Advises student organizations recognized by USOO	1	1	5	5	5	5.00	VSU-GEPC
		A20 . Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities	1	1	5	5	5	5.00	VSU-GEPC
	PI 10 : Number of instructional materials developed *	A21 : Number of on-line course ware developed and submitted :	Prepares and submits for review by the Technical Review Panel	3	2	5	5	5	5.00	Esci 122, Csci 143
		On-line ready courseware	Prepares Instructional module/laboratory guide/workbook or a combination thereof	3	2	5	5	5	5.00	Esci 122, Csci 143
		Flexible Instructional Materials								
		Supplemental learning resources	Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught	3	20	5	5	5	5.00	Esci 122: 10 Csci 143: 10
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	13	9	5	5	5	5.00	GEng 114: 1 Geng 134: 1 Esci 122: 3 Csci 143: 4

		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	2	5	5	5	5.00	ESci 122, Csci 143
	PI 11. Additional outputs	A 25. 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		2	5	5	5	5.00	Institutional AACUP Accreditation - Documentation for CET Media Activities, Table of DGE Research Activities
		Agency/firm/Industry linkages	Coordinates with potential firms and maintains linkages with firms willing to accept OJT students from VSU							
		A 26. Other outputs implementing the new normal due to covid 19	Designs experiential learning activities and other outputs to implement new normal		2	5	5	5	5.00	Created online lecture video clips for flexible learning modality for Esci 122 and Csci 143
UMFO 3 . RESEARCH SERVICES										
	PI 1. Number of research outputs in the last three (3) years utilized by the industry or by other beneficiaries *	A27. 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	1	5	4	4	4.33	Research still ongoing ("Comprehensive Baseline Documentation and Product Market Profiling of the Jackfruit Industry in the Philippines")
	PI 2. Number of research outputs completed within the year *	A 28. Number of research outputs completed within the year *	Conducts and completes research project within the year	1						Research still ongoing
	PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *	A 29. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year	Writes publishable materials out of research outputs and submits for publication	1						Research still ongoing
		<i>In refereed int'l journals</i>								
		<i>In refereed nat'l/regional journals</i>		1						
	PI 4. Number of research outputs presented in regional/national/ int'l fora/conferences	A 30. 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>								
	PI 5. Percent of research proposals approved *	A 31. Percentage of of research proposals prepared, submitted and approved	Prepares research proposals, submits and follows up its approval for immediate implementation	1						
	PI 6. Additional outputs*	A 32. No. of research-related awards (research conducted by faculty or student w/ faculty)								
		A 33. 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 34. Number of UMs submitted to ITSO, VSU	Prepares and submits application for UM of technology generated out of research output							
		A 35. Other outputs implementing the new normal due to covid 19	Designs research related activities and other outputs to implement new normal							
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 36. 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	5.00	LGU-Baybay City	
	PI 2. Number of trainees weighted by the length of training	A 37. Number of trainees weighted by the length of training	Conducts trainings among beneficiaries of technologies for transfer	30	240	5	5	5	5.00	GIS Training for DBS Faculty (8 hours), Drone Mapping Training for GEPI
	PI 3. Number of extension programs organized and supported consistent with the SUC's mandated and priority programs	A 38. Number of extension programs/projects implemented	Implementes duly approved extension projects	1	1	5	5	5	5.00	Capability Building for Baybay City LGU
	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 39. 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	85%	95%	5	5	5	5.00	GIS Training for DBS Faculty, Drone Mapping Training for GEPI Region 8
	PI 5. Number of technical/expert services	A 40. Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries		1	5	5	5	5.00	Drone Mapping Training for GEPI Region 8.
	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							
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 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					2nd ISO Surveillance Audit
		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					
		Number of Activities Implemented for the Sports and Socio-Cultural Committee for the College and Department Level	Presided committee meetings and implemented planned activities for the Sports and Socio-Cultural Committee.		4	5	5	5	5.00	College Activities: 2 Committee Meetings Presided: 2
		On program accreditations	Implemented initiatives and prepared required fields for accreditation.		3	5	5	5	5.00	Creation of online repository for AACCUP files and prepared the compliance matrix and supporting documents for Area II.

		On institutional accreditations	Compiled documents for institutional accreditation		1	5	5	5	5.00	Institutional AACUP Accreditation - Documentation for CET Media Activities, Table of DGE Research Activities
UMFO 6. General Admin. & Support Services (GASS)										
	PI 2. Zero percent complaint from clients served	A 46. Customerly friendly frontline services	Provides customer friendly frontline services to clients		Zero % complaint	5	5	5	5.00	
	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		1	5	5	5	5.00	Revision of File Trackers for AACUP Files and TOS Submissions.
		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 Over-all Rating								153.00	
	Average Rating								4.94	
	Adjectival Rating								"O"	Outstanding

Average Rating (Total Over-all rating divided by 4)			4.94
Additional Points:			
Approved Additional points (with copy of approval)			
FINAL RATING			4.94
ADJECTIVAL RATING			OUTSTANDING

Comments and Recommendations for Development Purposes:

Encouraged to publish paper of the studies conducted.

Evaluated & Rated by:

MARTIN JAN-E. MERCURIO

Department Head

Date: 12 January 2023

Recommending Approval

JANET C. BENCURE

Dean, College of Engineering and Technology

Date: 13 January 2023

Approved by:

BEATRIZ S. BELONIAS

Vice President for Academic Affairs

Date: 17 January 2023

Exhibit I

PERFORMANCE MONITORING FORMName of Employee: **Engr. Wilmar P. Alfeche**

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	Teach professional/basic courses/subjects (ESci 122n, CSci 143)	Assessment and students' grades per course taught	September 2022	January 2023	November 2022 (midterm topics for 1 st Sem AY 2022-2023)	impressive	Outstanding	Midterm topics were accomplished on November 2022 for 1 st Sem AY 2022-23
2	Assist students through advising and consultation	Improved student performance	July 2022	December 2022	December 2022	impressive	Outstanding	Advised students, and advisees, regarding their research study and academic performance
3	Develop/revise the syllabus and instructional materials	OBE Syllabus approved by the Dept. Review Committee and verified by the Dean and IMD Head	August 2022	2 nd week of September 2022	2 nd week of September 2022	impressive	Outstanding	The OBE syllabus was used and discussed on the first day of the class
		TOS approved by the Dept. Review Committee and verified by the	November 2022	2 nd week of November 2022	2 nd week of November 2022	impressive	Outstanding	The TOS of ESci 122n, CSci 143 for the midterm exam were approved

		Dean and IMD Head						before the conduct of midterm exam
4	Assess students and submit grades to measure students' performance	Assessment and Grades submitted to registrar	September 2022	December 2022	December 2022	impressive	Outstanding	Conducted assessments such as term and long exams, quizzes, and practical exams for midterm. Midterm exam submitted thru online (cumulus)
5	Participate in all activities conducted by the department, college and the university	Attendance at the BSGE Orientation and Acquaintance Party Attendance at the 1 st Annual GIS Month 2022 Celebration Attendance at CET College-Wide Faculty and Staff Sportsfest 2022 Attendance at University-wide Christmas Party	July-December 2022	December 2022	December 2022	impressive	Outstanding	Participated in all activities conducted by the department, college, and the university

		Attendance at University-wide Intramural						
6	Perform other functions assign by the head, dean and the university	Chairperson, CET and DGE Sports and Socio-Cultural Committee	July 2022	December 2022	December 2022	impressive	Outstanding	Organized CET Sports fest activity 2022 and DGE Christmas activity 2022

* Either very impressive, impressive, needs improvement, poor, very poor

** Outstanding, very satisfactory, satisfactory, unsatisfactory, poor

Prepared by:

MARTIN JAN E. MERCURIO
Head