



**Exhibit K**

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

Name of Faculty Member: **Engr. Vic Angelo L. Impas**

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)	80%	4.78	3.82
b. Students (50%)	0		
Total for Instruction	80%		3.82
2. Research			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)	10%	5.00	0.50
Total for Research	10%		0.50
3. Extension			
a. Client/Dir. for Extension (50%)			
b. Dept Head/Center Director (50%)			
Total for Extension	0		
4. Administration	10%	4.84	0.48
5. Production	0		
TOTAL	100%		4.80

EQUIVALENT NUMERICAL RATING:

4.80

Add: Additional Points, if any:

0.00

TOTAL NUMERICAL RATING:


4.80

ADJECTIVAL RATING:

**Outstanding**

Prepared by:

Reviewed by:


  
**VIC ANGELO L. IMPAS**  
Name of Faculty

  
**RONARD G. PAÑA**  
Department Head

Recommending Approval:

  
**JANNET C. BENCURE**  
College Dean


Approved:


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


"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ENGR. VIC ANGELO L. IMPAS, a faculty member of the DEPARTMENT OF MECHANICAL ENGINEERING 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 JANUARY 1 - JUNE 30, 2023.

  
**VIC ANGELO L. IMPAS**  
 Instructor I  
 Date: 07/07/2023

Approved:   
**RONALD G. PAÑA**  
 Department Head  
 Date: 7/7/23

  
**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										
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	61%	87%	5	5	5	5.00	Feb.2023: 27 out 31
	PI 3. Percentage of	A3. Provide support to RQAT	Follow the CMO for BSME program	100%						
	PI 4. Percentage of	A4. Percentage of undergraduate	AACCUP Level I	100%						
	PI 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned	34	31.2	5	5	4	4.67	ESci 122n FTE computed only for 2nd Semester 2022-2023
		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline							
		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							
		A12. Number of trainings attended related to instruction	Attend mandated trainings	1	2	5	5	5	5.00	TOS Workshop Faculty Onboarding
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught							
		A14. Number of quizzes administered	Prepares and checks quizzes for lec							



		<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		<b>A16.</b> Number of students advised:	Acts as academic adviser to students							
		<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						
		As SRC Member	Advises and corrects research outline and thesis/SP manuscript	8						
		<b>A18.</b> Number of students entertained for consultation purposes	Entertains students consulting on subject taught, thesis and grades	50	26	5	4	4	4.33	as of Midterm of 2nd Sem of AY2022-
<b>PI 9:</b> Number of student		<b>A19.</b> Number of Student organizations	Advises student organizations							
		<b>A20.</b> Number of Student organizations assisted on student related activities	Assists student organizations in implementing student related activities							
<b>PI 10:</b> Number of		<b>A 21 :</b> Number of on-line course ware	Prepares and submits for review by the							
		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.		5	5	5	5	5.00	as of Midterm of 2nd sem AY2022-2023
		<b>A 23 :</b> Number of on-line course ware	Submits the course ware duly reviewed							
		<b>A 24 :</b> Number of virtual classroom created and operational	Creates virtual classroom using either Moodle or Google Classroom							
<b>PI 11.</b> Additional outputs		<b>A 25.</b> Number of Additional outputs								
		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							
<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>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	<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	<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	<b>A 30.</b> Number of research outputs presented in regional/national/ int'l fora/conferences *	Prepares, submits and presents research paper in scientific for a/conferences							
		<i>In int'l fora/conferences</i>								
		<i>In nat'l/regional fora/conferences</i>		1	5	5	5	5.00	IMERC 2023	
	<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		1	5	5	5	5.00	Best Poster- IMERC	
		<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	<b>A 37.</b> Number of trainees weighted by	Conducts trainings among							



	<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	<b>A 39.</b> Percentage of beneficiaries who	Provides quality and relevant training							
	<b>PI 5.</b> Number of technical/expert	<b>A 40.</b> Number of technical/expert services as/in:	Provides the technical and expert services requested by beneficiaries							
	Research	Research Mentor								
	Peer	Peer reviewers/Panelists								
	Resource Persons	Resource Persons								
		Convenor/Organizer								
	Consultancy	Consultant								
	Evaluator	Evaluator								
	<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								
		<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%	100%	5	5	4	4.67	Complaint to ISO requirements
		<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							
		On program accreditations								
		On institutional accreditations								
<b>UMFO 6. General Admin. &amp; Support Services (GASS)</b>										
	<b>PI 2.</b> Zero percent	<b>A 46.</b> Customerly friendly frontline	Provides customer friendly frontline	100%	100%	5	5	5	5.00	No complaint
	<b>PI 3:</b> Additional Outputs	<b>A 47.</b> Number of /new initiatives	Initiates/introduces improvements in							


		<b>A 48.</b> Other outputs implementing the new normal due to covid 19	Designs administration/management related activities and other outputs to implement new normal						
	<b>Total Over-all Rating</b>							<b>43.67</b>	

<b>Average Rating</b> (Total Over-all rating divided by 4)	<b>4.85</b>
<b>Additional Points:</b>	
<b>Approved additional points</b> (with copy of approval)	
<b>FINAL RATING</b>	<b>4.85</b>
<b>ADJECTIVAL RATING</b>	<b>Outstanding</b>


**Comments & Recommendations for Development Purpose:**

- Finish his MS studies
- Propose and conduct research
- Attend trainings, conferences, and fora


Evaluated & Rated by:

  
**RONARD G. PANA**  
 Department Head  
 Date: 7/7/23

Recommending Approval

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

Approved by:

  
**BEATRIZ S. BELONIAS**  
 Vice President for Academic Affairs  
 Date: 7/14/23





**VISAYAS**  
STATE UNIVERSITY

**DEPARTMENT OF MECHANICAL  
ENGINEERING**

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Exhibit I

**PERFORMANCE MONITORING FORM**

Name of Employee: **Engr. Vic Angelo L. Impas**

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	Attend mandated training	1	Jan 2023	Dec 2023	June 2023	Impressive	Very satisfactory	Attended CQI training and faculty onboarding
2	Entertains students consulting on subject taught, thesis and grades	101	Jan 2023	Dec 2023	June 2023	Impressive	Very satisfactory	Consultation of BSME students
3	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	Jan 2023	Dec 2023	June 2023	Impressive	Very satisfactory	Prepared of assessment tools for 2 <sup>nd</sup> sem AY 2022-2023
4	Prepares, submits and presents research paper in scienfic for a/conferences	1	Jan 2023	Dec 2023	June 2023	Impressive	Very satisfactory	Presented at IMERC 2023
5	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	Jan 2023	Dec 2023	June 2023	Impressive	Very satisfactory	Complied to all requirements
6	Provides customer friendly frontline services to clients	Zero % complaint	Jan 2023	Dec 2023	June 2023	Impressive	Very satisfactory	No complaint received

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

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

Prepared by:

  
**RONARD G. PAÑA**  
Department Head



## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: **Engr. Vic Angelo L. Impas**  
Performance Rating: **Outstanding**

**Aim:** To finish his Master's Degree in Mechanical Engineering in compliance to VSU Rules and Regulations and CHED Minimum Requirements and to be an effective implementer of the new OBEdized four (4) year BSME degree program as provided in the new CMO 97, s. of 2017.

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

**Date:** January 2023

**Target Date:** December 2023

#### **First Step:**

- Constant updates of the status of completion of his MSME 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 new BSME curriculum as provided for in CMO 97, s. 2017 will be given.
- 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 training aligned to his field of specialization to further strengthen his competencies and qualifications.

#### **Results:**

- He was able to prepare and submit approved Outcomes-Based Teaching and Learning (OBTL) Syllabi of his assigned courses for second semester SY 2022-2023.
- Has performed his duties and responsibilities as faculty of the Department of Mechanical Engineering.

#### **Next Step:**

- Reduce the teaching load of the faculty member to be able to have time to work and finish his MSME thesis
- Continue monitoring of his accomplishments and performance to his committed outputs as reflected in his IPCR
- Organize a department-based workshop on writing Extension and Research proposals to strengthen the Department's RDE
- To continue to recommend the faculty member to attend relevant training and seminars aligned to his field of specialization



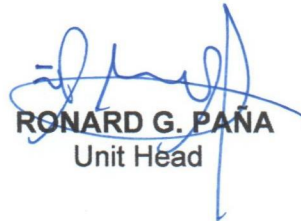
**Outcomes:**

- Engr. Impas as MSME degree holder to strengthen the Department Faculty Qualifications and the RDE Implementation
- Program compliance to CMO No. 97, series of 2017
- Continuously perform his duties and responsibilities
- Draft and submit extension and research proposals aligned to his field of specialization
- Be able to attend relevant training and seminars aligned to his field of specialization

**Final Steps / Recommendations:**

- After finishing his MSME degree, Engr. Impas will be encourage to implement the Department's RDE Agenda. The DME Faculty Development Plan will also be revisited to align the schedule to pursue his study for the Degree of PhD in Mechanical Engineering.

Prepared by:

  
**RONARD G. PAÑA**  
Unit Head

Conforme:

  
**VIC ANGELO L. IMPAS**  
Name of Ratee