

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

Name of Faculty Member: Engr. Rey Mark L. Alfante

| <b>Program Involvement</b>               | <b>Percentage Weight of Involvement</b> | <b>Numerical Rating<br/>(Rating x %)</b> | <b>Equivalent Numerical Rating</b> |
|--|---|--|------------------------------------|
| (1)                                      | (2)                                     | (3)                                      | (2x3)                              |
| 1. Instruction                           |   |  |                                    |
| a. Head/Dean (50%)                       |   | 2.43                                     |                                    |
| b. Students (50%)                        |   | 2.29                                     |                                    |
| TOTAL for Instruction                    | 95%                                     | 4.72                                     | 4.48                               |
| 2. Research                              | 0%                                      | 0.00                                     | 0.00                               |
| 3. Extension                             | 0%                                      | 0.00                                     | 0.00                               |
| 4. Administration & Support to Operation | 5%                                      | 5.00                                     | 0.25                               |
| 5. Production                            | 0%                                      | 0.00                                     | 0.00                               |
| TOTAL                                    |   |  | 4.73                               |

\*Instructor I - January 1, 2023 to June 30, 2023

EQUIVALENT NUMERICAL RATING: 4.73

Add: Additional Points, if any: \_\_\_\_\_

TOTAL NUMERICAL RATING: 4.73

ADJECTIVAL RATING: Outstanding

Prepared by:

**REY MARK L. ALFANTE**  
Instructor I

Recommending Approval:

**JANNET C. BENCURE**  
Head, DGE & Dean, CET

Approved:

**BEATRIZ S. BELONIAS**  
VP for Academic Affairs



**VISAYAS**  
STATE UNIVERSITY




**DEPARTMENT OF GEODETIC  
ENGINEERING**

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"Exhibit B"

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

I, REY MARK L. ALFANTE, a faculty member of the DEPARTMENT OF GEODETIC ENGINEERING, 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, 2023 - June 30, 2023**.

  
**REY MARK L. ALFANTE**  
Instructor I  
Date: \_\_\_\_\_

Approved:  
  
**JANNET C. BENCURE**  
DGE Head & CET Dean  
Date: \_\_\_\_\_

| MFO No.  | Description of MFO's/PAPs                             | Success/ Performance Indicators (PI)                                   | Tasks Assigned                                | Target | Actual Accomplishment | Rating  |            |            |         | REMARKS<br>(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                                 |  |  |  |  |  |  |  |  |
|  |  | <b>A4</b> . Number of students entertained for consultation purposes               | Entertains students seeking consultation with faculty   |  |  |  |  |  |  |  |  |
|  | <b>PI 9:</b> Number of instructional materials developed * | <b>A5</b> . 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   |  |  |  |  |  |  |  |  |
|  | <b>PI 10</b> . Additional outputs:                         | <b>A 8</b> . 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  | 40 | 23.25 | 5 | 5 | 5 | 5.00 | Handles subjects such as: GEng122 and GEng112                  |  |
|   | A10. Number of grade sheets submitted within prescribed period             | Prepares gradesheet and submits on or before deadline                                     | 6  | 5     | 5 | 5 | 5 | 5.00 | GEng133n: 2<br>Esci121n: 1<br>GEng122: 2                       |  |
|   | A11. Number of INC forms with grade submitted within prescribed period     | Facilitates students in their completion of the subject and submits completion forms with |    | 10    | 5 | 5 | 5 | 5.00 | Students incurring INC grades in GEng133n 1st Sem AY 2022-2023 |  |
|   | A12. Number of trainings attended related to instruction                   | Attend mandated trainings   | 3  | 2     | 5 | 5 | 4 | 4.67 | Training Workshop on OBE-CQI                                   |  |
|   | A13. Number of long examinations administered and checked                  | Administers and checks long examination for subjects taught                               | 25 | 12    | 5 | 5 | 4 | 4.67 | GEng122: 12  |  |
|   | A14. Number of quizzes administered and checked                            | Prepares and checks quizzes for lec and lab   | 40 | 18    | 5 | 5 | 4 | 4.67 | GEng122: 18  |  |
|   | A15. Number of lab reports and term papers checked and graded              | Checks lab reports and term papers submitted as required                                  | 20 | 18    | 5 | 5 | 4 | 4.67 | GEng112: 6<br>GEng122: 12                                      |  |
| PI 8: Number of students advised: *                       | A16. Number of students advised:   | Acts as academic adviser to students  | 30 | 30    |   |   |   |      | All students under my advisee's.                               |  |
|   | A17. Number of students advised on thesis/ field practice/special problem: |   | 8  | 16    | 5 | 5 | 4 | 4.67 |  |  |
|   | As SRC Chairman  | Advises, and corrects research outline and thesis/SP manuscript                           | 5  | 7     | 5 | 5 | 5 | 5.00 | 3 OJT Adviser<br>4 As Thesis Adviser<br>9 AS SRC Member        |  |
|   | As SRC Member  | Advises and corrects research outline and thesis/SP manuscript                            | 3  | 9     | 5 | 5 | 4 | 4.67 | 3 OJT Adviser<br>4 As Thesis Adviser<br>9 AS SRC Member        |  |

|  |  |   |  |    |    |   |   |   |      |   |
|--|--|---|--|----|----|---|---|---|------|---|
|  |  | <b>A18 . Number of students entertained for consultation purposes</b>               | Entertains students consulting on subject taught, thesis and grades  | 30 | 30 | 5 | 5 | 5 | 5.00 | Majority of the students under my course. |
|  | <b>PI 9:</b> Number of student organizations advised/ assisted * | <b>A19 . Number of Student organizations advised</b>                                | <i>Advises student organizations recognized by USOO</i>  |    |    |   |   |   |      |   |
|  |  | <b>A20 . Number of Student organizations assisted on student related activities</b> | <i>Assists student organizations in implementing student related activities</i>                                    |    |    |   |   |   |      |   |
|  | <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  | <i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>                            |    |    |   |   |   |      |   |
|  |  | Flexible instructional materials  |  |    |    |   |   |   |      |   |
|  |  | Supplemental learning resources   | <i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i> | 20 | 12 | 5 | 5 | 5 | 5.00 | GEng122                                   |
|  |  | Assessment tools  | Prepares assessment tools such as long exam, quizzes, problems sets, etc.  | 8  | 6  | 5 | 5 | 4 | 5.00 | GEng122                                   |
|  |  | <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  | 1  | 5 | 5 | 5 | 5.00 | GEng122                                   |
|  | <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                           |  |  |  |  |  |  |  |
|                                   |  | A 26. 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> |  |   |  |  |  |  |  |  |  |  |
|                                   | 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  |  |  |  |  |  |  |  |
|                                   | 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  |  |  |  |  |  |  |  |
|                                   | 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-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 30. Number of research outputs presented in regional/national/ int'l fora/conferences *                             | Prepares, submits and presents research paper in scientific fora/conferences   |  |  |  |  |  |  |  |
|                                   |  | In int'l fora/conferences   |  |  |  |  |  |  |  |  |
|                                   |  | In nat'l/regional fora/conferences  |  |  |  |  |  |  |  |  |

|                                   |  |   |   |    |  |  |  |  |  |  |
|-----------------------------------|--|---|---|----|--|--|--|--|--|--|
|                                   | <b>PI 5.</b> Percent of research proposals approved *  | <b>A 31.</b> Percentage of 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 student w/ faculty)                                     |   |    |  |  |  |  |  |  |
|                                   |  | <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   | 10 |  |  |  |  |  |  |
|                                   | <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                                 |  |  |  |  |  |  |  |
|                                      | Research Mentoring   | Research Mentor  |   |  |  |  |  |  |  |  |
|                                      | Peer reviewers/Panelists   | Peer reviewers/Panelists   |   |  |  |  |  |  |  |  |
|                                      | Resource Persons   | Resource Persons   |   |  |  |  |  |  |  |  |
|                                      | Convenor/Organizer   | 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 (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>  |  |   |  |  |  |  |  |  |  |



[illegible]

|   |  |  |             |
|---|--|--|-------------|
| Average Rating (Total Over-all rating divided by 4) |  |  | 4.88        |
| Additional Points:                                  |  |  |             |
| Approved Additional points (with copy of Approval)  |  |  |             |
| FINAL RATING  |  |  | 4.88        |
| ADJECTIVAL RATING                                   |  |  | OUTSTANDING |

Comments and Recommendations for Development Purposes:

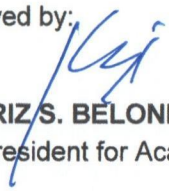
Keep up the excellent work!

Complete your MS study soon -

Evaluated & Rated by:

  
**JANNET C. BENCURE**  
DGE Head and CET Dean  
Date:

Approved by:

  
**BEATRIZ S. BELONIAS**  
Vice President for Academic Affairs  
Date:

1 - Quality

2 - Efficiency

3 - Timeliness

4 - Average

## Exhibit I

## PERFORMANCE MONITORING FORM

Name of Employee: **Engr. Rey Mark L. Alfante**

| 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 (GEng 112g, GEng 122n and GEng 200a.2) | Assessment and students' grades per course taught   | February 2023 | June 2023                   | July 2023                | impressive         | Outstanding                     |   |
| 2        | Assist students through advising and consultation                                | Improved student performance  | February 2023 | June 2023                   | July 2023                | impressive         | Outstanding                     |   |
| 3        | Develop/revise the syllabus and instructional materials                          | OBE Syllabus approved by the Dept. Review Committee and verified by the Dean and IMD Head | February 2023 | March 2023                  | March 2023               | impressive         | Very Satisfactory               |   |
|          |  | on-line course ware developed and submitted   | February 2023 | June 2023                   | July 2023                | impressive         | Outstanding                     | Has uploaded supplemental materials like lab exercise and videos in VSUEE |
| 4        | Assess students and submit grades to measure students' performance               | Assessment and Grades submitted to registrar  | February 2023 | June 2023                   | July 2023                | impressive         | Outstanding                     | Submitted grades online and hard copy                                     |




|   |   |  |                          |                          |                          |            |             |  |
|---|---|--|--------------------------|--------------------------|--------------------------|------------|-------------|--|
| 5 | Participate in all activities conducted by the department, college and the university | <p>CET Strategic Planning and RDE Agenda Setting Workshop 2023</p> <p>Seminar-workshop on TOS Preparation and Tips on Making Examination in VSUEE</p> <p>Celebration of CET Week 2023</p> <p>Training on UAV Operation</p> | January-June 2023        | January-June 2023        | January-June 2023        | impressive | Outstanding | Participated in all activities conducted by the department, college and the university |
| 6 | Perform other functions assign by the head, dean and the university                   | <p>Member, Department Student Discipline and Grievance Committee</p> <p>Member, Department Social, Cultural and Sports Committee</p> <p>Chair, 5'S Committee</p>   | February – December 2023 | February – December 2023 | February – December 2023 | impressive | Outstanding |  |

|  |  |   |  |  |  |  |  |  |
|--|--|---|--|--|--|--|--|--|
|  |  | Member,<br>Disaster Risk<br>Response<br>Committee |  |  |  |  |  |  |
|  |  | Member,<br>Disaster<br>Response Team              |  |  |  |  |  |  |

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

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

Prepared by:

  
**JANNET C. BENCURE**  
 Head

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee: Rey Mark L. Alfante  
Performance Rating: \_\_\_\_\_

**Aim:** Engr. Palo 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 in the new CMO 89, s. of 2017 and the department's RDEI Agenda in his field of specialization.

**Proposed Interventions to Improve Performance:**  
Date: January 2023      Target Date: June 2023

### First Step:

Orientation on the Outcomes-Based Education principles, provisions of the new Policies, Standards, and Guidelines in offering the new BSGE curriculum as provided for in CMO 89, s. Mentoring on making OBE instructional materials. Likewise, she should attend training, conferences, and conventions to strengthen his competencies and qualifications.

### Next Step:

Re-orientation on Outcomes-Based Education principles, provisions of the new typical Policies, Standards, and Guidelines in offering the new BSGE curriculum as provided for in CMO 89, s. 2017. She should likewise be mentored and adopt the teaching strategies.

### Outcome:

Finalize and submit instructional materials such as Outcomes-Based (OBE) Teaching and Learning (OBTL) Syllabus under the minimum requirements provided by the CMO 89, s. 2017 and the university. The faculty will implement OBE in all his subjects. The department's instruction, research, and extension activities are implemented through attending training, seminars, and conferences—Furthermore, Engr. Alfante should finish his MS Degree in line with the new Faculty Development Plan of the department.

### Final Step/Recommendation:

Recommend Engr. Alfante to finish his MS degree.

Prepared by:

  
**JANNET C. BENCURE**  
Head, Dept. of Geodetic Engineering

Conforme:

  
**REY MARK L. ALFANTE**  
Name of Ratee Faculty