

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS WITH MULTIPLE FUNCTIONS

Name of Faculty Member: ELDON P. DE PADUA

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating (Rating x%) (3)	Equivalent Numerical Rating (2x3)
1. Instruction			
a. Head/Dean (50%)		2.47	
b. Students (50%)		1.75	
Total for Instruction	60%	4.22	2.53
2. Research			
a. Client/Dir. for Research (0%)			
b. Dept Head/Center Director (0%)			
Total for Research	10%	5.00	0.50
3. Extension			
a. Client/Dir. for Extension (0%)			
b. Dept Head/Center Director (0%)			
Total for Extension	10%	5.00	0.50
4. Administration & Support to Operations	20%	5.00	1.00
5. Production			
TOTAL			4.53


EQUIVALENT NUMERICAL RATING: 4.53

Add: Additional Points, if any:

TOTAL NUMERICAL RATING: 4.53

ADJECTIVAL RATING: **Outstanding**

Prepared by:


ELDON P. DE PADUA
Name of Faculty


Reviewed by:


JANNET C. BENCURE
Dean, CET

Recommending Approval:


JANNET C. BENCURE, Ph.D.
Dean/Director

Approved:


BEATRIZ S. BELONIAS, Ph.D.
Vice President



VISAYAS
STATE UNIVERSITY



**DEPARTMENT OF AGRICULTURAL
AND BIOSYSTEMS ENGINEERING**

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"Exhibit B"

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, ELDON P. DE PADUA, a faculty member of the DEPARTMENT OF AGRICULTURAL AND BIOSYSTEMS 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 July to December 2021.

Approved:


ELDON P. DE PADUA

Instructor

Date: 1/24/22


JANNET C. BENCURE

Dean, CET

Date: 1/24/22

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 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 5: Total FTE, coordinated, implemented and monitored *	A9. Actual Faculty's FTE	Handles and teaches courses assigned		12.95	5	5	5	5.00	

		A10. Number of grade sheets submitted within prescribed period	Prepares gradesheet and submits on or before deadline	6	3	5	5	5	5.00	ABEn 152; ESci 124n
		A11. 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		12	5	5	5	5.00	
		A12. Number of trainings attended related to instruction	Attend mandated trainings	4	2	5	4	5	4.67	Faculty on-boarding
		A13. Number of long examinations administered and checked	Administers and checks long examination for subjects taught	5	6	5	5	5	5.00	ABEn 152 ; ESci 124n; ESci 138
		A14. Number of quizzes administered and checked	Prepares and checks quizzes for lec and lab	10	10	5	4	5	4.67	ABEn 152 ; ESci 124n; ESci 138
		A15. Number of lab reports and term papers checked and graded	Checks lab reports and term papers submitted as required	10	5	5	4	5	4.67	ABEn 152 ; ESci 124n
	PI 8: Number of students advised: *	A16. Number of students advised:	Acts as academic advisor to students		73	5	5	5	5.00	BSABE 2nd Year Students
		A17. Number of students advised on thesis/ field practice/special problem:								

		<i>As SRC Chairman</i>	Advises, and corrects research outline and thesis/SP manuscript							
		<i>As SRC Member</i>	Advises and corrects research outline and thesis/SP manuscript							
		A18. <i>Number of students entertained for consultation purposes</i>	Entertains students consulting on subject taught, thesis and grades	30	65	5	5	5	5.00	ABEn 152 Students; Esci 124n Students; 2nd year BSABE students
	PI 9: Number of student organizations advised/ assisted *	A19. <i>Number of Student organizations advised</i>	Advises student organizations recognized by USOO		1	5	5	5	5.00	PSABE -VSUSC
		A20. <i>Number of Student organizations assisted on student related activities</i>	Assists student organizations in implementing student related activities		1	5	5	5	5.00	PSABE -VSUSC
	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							
		<i>On-line ready courseware</i>	<i>Prepares Instructional module/laboratory guide/workbook or a combination thereof</i>	3	4	5	5	5	5.00	ABEn 141; ABEn 152; Esci 124n; ESci 138

		Supplemental learning resources	<i>Prepares Power Point presentation, video clips, movie clips, reading assignments depending on course taught</i>	3	6	5	5	5	5.00	ABEn 152 Reading Assignments; ESci 138 Lec Videos
		Assessment tools	Prepares assessment tools such as long exam, quizzes, problems sets, etc.	5	15	5	5	5	5.00	ABEn 152: ESci 138; ESci 124n
		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	1	3	5	5	5	5.00	ABEn 152; ESci 138; ESci 124n
	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	5.00	OBTL Syllabi, TOS, Washington Accord Annual Report, AACUP Level 4 Compliance Report, CHED-Monitoring for MSAE Report
		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							
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							
	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						

	<p>PI 3. Percentage of research outputs published in internationally-referred or CHED recognized journal within the year (2%) *</p>	<p>A 29. Percentage of research outputs published in internationally-refereed or CHED recognized journal within the year</p>	<p>Writes publishable materials out of research outputs and submits for publication</p>		3	5	5	5	5.00	<p>Development of a local unmanned aerial vehicle (UAV) pesticide sprayer for rice production systems in the Philippines (published in <i>IOP Conference Series: Materials Science and Engineering</i>); Development of a low-cost UAV pesticide sprayer for rice production system (Proceedings of the 19th International Symposium on Advanced Technology (ISAT-19). ISSN 2434-4273); P. R. Sanchez, H. Zhang, S. - S. Ho and E. De Padua, "Comparison of One-Stage Object Detection Models for Weed Detection in Mulched Onions," 2021 IEEE International Conference on Imaging Systems and Techniques (IST), 2021, pp. 1-6, doi: 10.1109/IST50367.2021.9651352.</p>
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		<i>In refereed int'l journals</i>			2	5	5	5	5.00	Development of a local unmanned aerial vehicle (UAV) pesticide sprayer for rice production systems in the Philippines (published in <i>IOP Conference Series: Materials Science and Engineering</i>); Development of a low-cost UAV pesticide sprayer for rice production system (Proceedings of the 19th International Symposium on Advanced Technology (ISAT-19). ISSN 2434-4273)
		<i>In refereed nat'l/regional</i>								
	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		2	5	5	5	5.00	11th AUN/SEED-Net Regional Conference on Mechanical and Manufacturing Engineering; 19th International Symposium on Advanced Technology (ISAT-19)
		<i>In int'l fora/conferences</i>			2	5	5	5	5.00	12th AUN/SEED-Net Regional Conference on Mechanical and Manufacturing Engineering; 19th International Symposium on Advanced Technology (ISAT-19)
		<i>In nat'l/regional</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		3	5	5	5	5.00	"Development a portable jackfruit maturity and quality detector" - VSU Internationalization Program; "Development of an Automatic Drying System for Cassava Grates Using a Real-time Moisture Content Sensor" - VSU Internationalization Program; "Comprehensive Baseline Documentation and Product-Market Profiling of the Jackfruit Industry in Philippines" - Futures Thinking Project
	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							
	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							
	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							

	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							
	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							
	Research Mentoring	Research Mentor								
	Peer reviewers/Panelists	Peer								
	Resource Persons	Resource Persons			3	5	5	5	5.00	PBEd FDGs for HEIs on Digitalization; National Training for Feasibility Study Preparation: Agriculture Connect: Farming Smart, Working Smart
	Convenor/Organizer	Convenor/Organizer								
	Consultancy	Consultant			1	5	5	5	5.00	Consultative
	Evaluator	Evaluator			1	5	5	5	5.00	National Agri-Fisheries
	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 (extn. 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	zero non-conformity	5	5	5	5.00	
		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	100% compliant	5	5	5	5.00	
		On program accreditations								
		On institutional accreditations								
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	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							
		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								134.00	
	Average Rating								4.96	
	Adjectival Rating								Outstanding	

Comments & Recommendations for Development Purposes:


Good job!

Recommend to pursue PhD.

Evaluated & Rated by:


JANNET C. BENCURE
 Dean, CET
 Date: 1/24/22

Recommending Approval:


JANNET C. BENCURE
 Dean, CET
 Date: 1/24/22

Approved by:



BEATRIZ S. BELONIAS
 Vice President for Instruction
 Date: 01/24/22

Exhibit I

PERFORMANCE MONITORING FORM

Name of Employee: **ELDON P. DE PADUA**

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	Advanced Education - evaluating MSAE admission application	-	-	-	-	-	-	Not Teaching MS
2	Higher Education - Teaching BS courses	Virtual classrooms w/ learning materls. & assessments	7-1-2021	12-31-2021	12-31-2021	VI	O	ABEn 141, ABEn 200b, ABEn 199
3	Research services	Research Conducted	7-1-2021	12-31-2021	12-31-2021	VI	O	VSU Internationalization Program
4	Extension services	Evaluation/ Audit Report	7-1-2020	12-31-2021	12-31-2021	VI	VS	National Agri-Fisheries Investment Audit Team (NAFIAT) of DA-BAFE
5	Support to operations	Varied ISO & acad. documents and services	7-1-2021	12-31-2021	12-31-2021	VI	O	Assigned ISO, acad. documents, etc. done
6	General administration & support services	Varied general documents & services	7-1-2021	7-1-2021	12-31-2021	VI	O	Assigned gen. docs. & services done

*Either very impressive (VI), impressive (I), needs improvement (NI), poor (P), very poor (VP)

**Outstanding (O), very satisfactory (VS), satisfactory (S), unsatisfactory (US), poor (P)

Prepared by:


JANNET C. BENCURE
 Dean, CET